



The Employee Free Choice Act: WHAT IT MEANS FOR YOU AS A SUPPLIER

WHAT IS THE EMPLOYEE FREE CHOICE ACT?

The Employee Free Choice Act, or "card check," would impose the most radical labor law change in more than sixty years. Card check would end the current worker right to vote by secret ballot whether or not to unionize your workplace, and provide a path for the federal government to determine wages and benefits without employees' input.

IF IT'S NOT LAW YET, WHY SHOULD I CARE?

Card check nearly became law in 2007. It only failed by a few votes and it will be voted on again early next year. Labor unions have deemed this bill their number one priority and will do whatever it takes to see it become law.

WHY IS THE SECRET BALLOT IMPORTANT?

Not only is voting by secret ballot fundamental to our American democracy, but it protects employees from intimidation tactics used by union organizers who can approach them at any time, including at their home.

BUT RETAIL STORES AREN'T USUALLY UNIONIZED, RIGHT?

Several unions represent retail employees and they are able to organize at all levels: a department, a store or an entire company. And, with card check, they can do it without a worker's direct input by securing signatures from just more than half of their colleagues.

WHAT ARE THE RISKS TO MY BUSINESS?

Flexibility and the ability to compete are critical your retail clientele. If card check were to become law and retailers are forcibly unionized:

- ✓ Costs would increase, tightening margins further as well as limiting consumers' buying power.
- ✓ Retailers would lose the flexibility to move staff to adjust to consumer demands, thus limiting their ability to seize opportunities to promote your products.
- ✓ Employees and managers could no longer work together to solve problems
- ✓ Merit-based promotions would be a thing of the past. Unions emphasize promotions based on seniority, not hard work.
- ✓ The unions might target your company next!

WHAT CAN I DO TO STOP THIS?

Contact your Member of Congress and tell him or her that you oppose the so called "Employee Free Choice Act." Make sure you tell your colleagues, friends and community leaders that this radical plan will hurt companies and hurt workers.