



January 7, 2009

Dear Member of the 111th Congress:

Congratulations on being elected to the 111th Congress. Our country faces an array of serious challenges, and we commend your desire and service in helping to craft appropriate solutions. As you look ahead to the legislation that will require your attention, we strongly encourage you to oppose all efforts to pass any provision included in the *Employee Free Choice Act* (EFCA H.R. 800/S. 1041 in the 110th Congress).

The Coalition for a Democratic Workplace, a group of more than 500 organizations, is united in opposition to the *Employee Free Choice Act* because we believe this bill severely undermines long standing principles of balance and fairness in federal labor law. Make no mistake; the purpose of EFCA is not labor law reform. The legislation is a dramatic assault on the rights of employees and employers that threatens to severely undermine any chance at a constructive dialogue on labor law reform.

The key provisions in this legislation represent egregious attempts to limit the rights of employees and employers and will severely diminish the ability of U.S. business to succeed in our globally competitive market. They include:

- The effective elimination of secret ballot voting replaced by a mandate that a union be recognized by a simple majority of signed authorization cards, exposing employees to intimidation and coercion. Employees who are not offered a card to sign would be forced into a union with no vote and no voice.
- A two year binding contract wherein economic terms such as wages and benefits are unilaterally determined by a federal arbitrator for first contracts without a ratification vote by employees.

Neither of the above provisions, alone, or in combination, will bring about positive change for American workers or employers. This legislation poses not only an assault on an individual's right to privacy, but a direct threat to economic growth and job creation. Particularly at a time of economic uncertainty, Congress should not enact measures that

threaten our economic competitiveness, including the *Employee Free Choice Act*. Furthermore, this legislation would have a particularly devastating impact on small employers who are the primary source for new jobs in our economy.

The signatories of this letter represent hundreds of thousands of employers united in our strong opposition to this legislation and opposed to Congressional passage of this legislation or its individual provisions. We regard this bill as the most direct threat to our ability to continue to operate competitively and create jobs.

We therefore urge you to avoid co-sponsoring or supporting this bill. For more information, analyses, and polling data showing that more than 70 percent of union households oppose the *Employee Free Choice Act*, please visit our coalition's website at www.myprivateballot.com.

Sincerely,

THE COALITION FOR A DEMOCRATIC WORKPLACE:

60 Plus Association	American Seniors Housing Association
Advanced Supply Chain International	American Shareholders Association
Aeronautical Repair Station Association	American Society for Healthcare Human Resources Administration
Affiliated Chambers of Commerce of Greater Springfield (MA)	American Society of Employers
Alabama Chapter of ABC	American Staffing Association
Alabama Restaurant Association	American Supply Association
Alaska Cabaret, Hotel, Restaurant & Retailers Association	American Trucking Associations
Alaska Chapter of ABC	American Wholesale Marketers Association
Alaska Hotel & Lodging Association	Americans for a Limited Government
Alliance for Worker Freedom	Americans for Prosperity
Aluminum Association	Americans for Tax Reform
American Apparel & Footwear Association	AMT-The Association for Manufacturing Technology
American Association of Homes & Services for the Aging	Antelope Valley (CA) Chamber of Commerce
American Bakers Association	API
American Beverage Association	Arcadia (CA) Chamber of Commerce
American Conservative Union	Arizona Builders Alliance of ABC
American Fire Sprinkler Association	Arizona Chamber of Commerce & Industry
American Foundry Society	Arizona Hotel & Lodging Association
American Frozen Food Institute	Arizona IEC
American Health Care Association	Arizona Restaurant & Hospitality Association
American Home Furnishings Alliance	Arkansas Chapter of ABC
American Hospital Association	Arkansas Hotel & Lodging Association
American Hotel & Lodging Association	Arkansas IEC
American International Automobile Dealers Association	Arkansas State Chamber of Commerce
American Meat Institute	Asheboro/Randolph (NC) Chamber of Commerce
	Ashland & Tri State Area Chapter IEC

Asian American Hotel Owners Association
Assisted Living Federation of America
Associated Builders & Contractors
Associated Builders & Contractors Heart of America Chapter
Associated Builders & Contractors of Alabama
Associated Builders & Contractors of Michigan
Associated Equipment Distributors
Associated General Contractors
Associated Industries of Massachusetts
Association of Equipment Manufacturers
Association of Millwork Distributors
Association of Washington Business
Association of Woodworking & Furnishings Suppliers
Atlanta Hotel Council
Automotive Aftermarket Industry Association
Baltimore Metro Chapter of ABC
Bearing Specialists Association
Burnsville (MN) Chamber of Commerce
Business & Industry Association of New Hampshire
Business Solutions Association
California Chamber of Commerce
California Hotel & Lodging Association
California Manufacturers & Technology Association
California Restaurant Association
Camarillo (CA) Chamber of Commerce
Capital Associated Industries Inc
Carolinas Chapter of ABC
Center for Freedom & Prosperity
Center for Individual Freedom
Center for the Defense of Free Enterprise
CenTex Chapter IEC
Central Alabama Chapter IEC
Central California Chapter of ABC
Central Florida Chapter of ABC
Central Indiana IEC
Central Michigan Chapter of ABC
Central Missouri IEC
Central Ohio AEC/EIC
Central Ohio Chapter of ABC
Central Pennsylvania Chapter of ABC
Central Pennsylvania Chapter of IEC
Central Texas Chapter of ABC
Central Washington IEC
Centre County (PA) IEC
Chamber of Commerce of Southwest Indiana
Chamber of Commerce of St. Joseph County (IN)
Chamber of Medford/Jackson County (OR)
Charleston (SC) Metro Chamber of Commerce
Chattanooga Area (TN) Chamber of Commerce
Chesapeake Chapter of ABC
Chesapeake IEC
Chicago Auto Trade Association
Chicagoland (IL) Chamber of Commerce
Cincinnati USA Regional Chamber
Citizen Outreach Project
Cleveland-Bradley (TN) Chamber of Commerce
Coalition of Franchisee Associations
College & University Professional Association for Human Resources
Colorado Association of Commerce & Industry
Colorado Association of Homes & Services for the Aging
Colorado Hospital Association
Colorado Hotel & Lodging Association
Colorado Restaurant Association
Commerce & Industry Association of New Jersey
Connecticut Business & Industry Association
Connecticut Chapter of ABC
Connecticut Restaurant Association
Consumer Electronics Association
Copper & Brass Servicenter
Cornhusker Chapter of ABC
Costa Mesa (CA) Chamber of Commerce
Council for Citizens Against Government Waste
Cumberland Valley Chapter of ABC
Dakotas Inc IEC/Dallas Chapter IEC
Daytona Beach/Halifax (FL) Chamber of Commerce
Delaware Chapter of ABC
Delaware Restaurant Association
Denver Metro Chamber of Commerce

Detroit (MI) Regional Chamber of Commerce
Duluth (MN) Area Chamber of Commerce
East Tennessee Chapter of ABC
East Tennessee IEC
East Texas IEC
Eastern Pennsylvania Chapter of ABC
Eastern Sandoval County (NM) Chamber of Commerce
Eastern Shore Chapter of ABC
Eastern Washington Chapter IEC
El Paso Chapter IEC
Empire State Chapter of ABC
Environmental Industry Associations
Fairfax County (VA) Chamber of Commerce
Federation of American Hospitals
FEWA-Marketing & Distribution Association
Flagstaff (AZ) Chamber of Commerce
Florida Chamber of Commerce
Florida East Coast Chapter of ABC
Florida First Coast Chapter of ABC
Florida Gulf Coast Chapter of ABC
Florida Independent Concrete & Associated Products, Inc.
Florida Restaurant & Lodging Association
Florida West Coast Chapter IEC
Food Marketing Institute
Forging Industry Association
Fort Worth/Tarrant County IEC
Freedom Works
Fruita Area Chamber of Commerce
Georgia Chamber of Commerce
Georgia Chapter of ABC
Georgia Hotel & Lodging Association
Georgia IEC
Georgia Restaurant Association
Glendale (AZ) Chamber of Commerce
Golden Gate Chapter of ABC
Goleta Valley (CA) Chamber of Commerce
Grand Junction Area (CO) Chamber of Commerce
Graphic Arts Association
Greater Albuquerque (NM) Chamber of Commerce
Greater Bakersfield (CA) Chamber of Commerce
Greater Cincinnati IEC
Greater Columbia (SC) Chamber of Commerce
Greater Columbus (GA) Chamber of Commerce
Greater Decatur (IL) Chamber of Commerce
Greater Delray Beach (FL) Chamber of Commerce
Greater Elkhart (IN) Chamber of Commerce
Greater Findlay (OH) Chamber Inc.
Greater Hamilton (OH) Chamber of Commerce
Greater Houston Chapter of ABC
Greater Louisville (KY) Inc.
Greater Medina (OH) Chamber of Commerce
Greater Pittsburgh (PA) Chamber of Commerce
Greater Pittsburgh (PA) Hotel Association
Greater Raleigh (NC) Chamber of Commerce
Greater Reading (PA) Chamber of Commerce & Industry
Greater Shreveport Chamber of Commerce
Greater Spokane Incorporated
Greater St. Louis IEC
Greater Syracuse (NY) Chamber of Commerce
Green Bay Area (WI) Chamber of Commerce
Guam Contractors Association of ABC
Hampton Area (NH) Chamber of Commerce
Hampton Roads Chapter IEC
Hardin County (OH) Chamber of Commerce
Hartford (CT) Chamber of Commerce
Hawaii Chapter of ABC
Hawaii Hotel & Lodging Association
Hawaii Restaurant Association
Healthcare Distribution Management Association
Heart of America Chapter of ABC
Heating, Airconditioning & Refrigeration Distributors International
Henderson (NV) Chamber of Commerce
Hilliard (OH) Chamber of Commerce
Hispanic Alliance for Progress Institute
Hobbs (NM) Chamber of Commerce
Hospitality Association of South Carolina
Hotel Association of New York City
Hotel Association of Washington DC

Houma-Terrebonne (LA) Chamber of
Commerce
Idaho IEC
Idaho Lodging & Restaurant Association
Illinois Chamber of Commerce
Illinois Chapter of ABC
Illinois Hotel & Lodging Association
Illinois IEC
Illinois Restaurant Association
Independent Electrical Contractors Inc
Independent Women's Voice
Indian River County (FL) Chamber of
Commerce
Indiana Chamber of Commerce
Indiana Chapter of ABC
Indiana Motor Truck Association
Industrial Fasteners Institute
Industrial Supply Association
Inland Pacific Chapter of ABC
Interlocking Concrete Pavement Institute
International Council of Shopping Centers
International Foodservice Distributors
Association
International Franchise Association
International Truck Parts Association
International Warehouse Logistics
Association
Iowa Association of Business & Industry
Iowa Chapter of ABC
Iowa Restaurant Association
Iowans for Right to Work
Kansas Chamber (The)
Kansas City IEC
Kansas Restaurant & Hospitality Association
Kentuckiana Chapter of ABC
Kentucky & Southern Indiana Chapter IEC
Kentucky Chamber of Commerce
Kentucky Electrical Contractors Association
Kentucky Motor Transport Association
Kentucky Restaurant Association
Keystone Chapter of ABC
Lake Havasu Area (AZ) Chamber of
Commerce
Larue County (KY) Chamber of Commerce
Las Vegas (NV) Chamber of Commerce
Las Vegas Chapter of ABC
Licking County (OH) Chamber of Commerce

Little Rock (AR) Chamber of Commerce
Long Beach (CA) Chamber of Commerce
Los Angeles-Ventura Chapter of ABC
Louisiana Association of Business & Industry
Louisiana Restaurant Association
Louisiana Retailers Association
Lower Bucks County (PA) Chamber of
Commerce
Lubbock Chapter IEC
Maine Chapter of ABC
Maine Innkeepers Association
Maine Restaurant Association
Management Association of Illinois (The)
Manufacturers' Association of NW
Pennsylvania
Marion Area (IL) Chamber of Commerce
Maryland Hotel, Motel & Resort Association
Maryland Motor Truck Association
Massachusetts Chapter of ABC
Massachusetts Restaurant Association
Material Handling Equipment Distributors
Association
MEC-IEC of Dayton, OH
Metals Service Center Institute
Metro Washington Chapter of ABC
Metro West (MA) Chamber of Commerce
Michigan Chamber of Commerce
Michigan Manufacturers Association
Michigan Restaurant Association
Mid Gulf Coast Chapter of ABC
Mid Tennessee Chapter of ABC
Mid-America Lumbermens Association
Mid-Oregon Chapter IEC
Mid-South Chapter IEC
Midwest IEC
Minnesota Chapter of ABC
Minnesota Lodging Association
Minnesota Restaurant Association
Mississippi Chapter of ABC
Mississippi Economic Development Council
Mississippi Hospitality & Restaurant
Association
Mississippi Manufacturers Association
Missouri Restaurant Association
Modular Building Institute
Monroe (LA) Chamber of Commerce
Montana Chamber of Commerce

Montana IEC
Montana Innkeepers Association
Montana Motor Carriers Association
Montana Restaurant Association
Montgomery Area (AL) Chamber of
Commerce
Motor & Equipment Manufacturers
Association
Mountain States Employers Council, Inc.
Nashville IEC
Natchitoches Area (LA) Chamber of
Commerce
National Alliance for Worker & Employer
Rights
National Armored Car Association
National Association of Chemical Distributors
National Association of Manufacturers
National Association of Sign Supply
Distributors
National Association of Wholesaler-
Distributors
National Automobile Dealers Association
National Center for Assisted Living
National Council of Chain Restaurants
National Council of Textile Organizations
National Electrical Manufacturers Association
National Federation of Independent Business
National Franchisee Association
National Grocers Association
National Lumber & Building Material Dealers
Association
National Mining Association
National Petrochemical & Refiners
Association
National Private Duty Association
National Ready Mix Concrete Association
National Restaurant Association
National Retail Federation
National Roofing Contractors Association
National School Transportation Association
National Small Business United
National Solid Wastes Management
Association
National Stone, Sand & Gravel Association
National Tank Truck Carriers, Inc.
National Taxpayers Union
National Tooling & Machining Association

Nebraska Chamber of Commerce & Industry
Nebraska Hotel & Motel Association
Nebraska Restaurant Association
Nevada Hotel & Lodging Association
Nevada Manufactures Association
Nevada Restaurant Association
New England IEC
New Hampshire Lodging & Restaurant
Association
New Hampshire/Vermont Chapter of ABC
New Jersey Business & Industry Association
New Jersey Chapter of ABC
New Jersey Electrical Contractors
Association
New Jersey Hotel & Lodging Association
New Jersey IEC
New Jersey Restaurant Association
New Mexico Chapter of ABC
New Mexico Lodging Association
New Mexico Restaurant Association
New Orleans/Bayou Chapter of ABC
New York State Hospitality & Tourism
Association
New York State Restaurant Association
North Alabama Chapter of ABC
North Carolina Chamber of Commerce
North Carolina Restaurant & Lodging
Association
North Dakota Chamber of Commerce
North Dakota Hospitality Association
North Florida Chapter of ABC
North Las Vegas (NV) Chamber of
Commerce
North Palm Beach County (FL) Chamber of
Commerce
North Texas Chapter of ABC
Northeastern Retail Lumber Association
Northern Allegheny County (PA) Chamber of
Commerce
Northern Kentucky Chamber of Commerce
Northern Michigan Chapter of ABC
Northern New Mexico IEC
Northern Ohio Chapter of ABC
Northern Ohio Electrical Contractors
Association
Northwest Pennsylvania IEC
Northwest Washington IEC

Offshore Marine Service Association
Ohio Chamber of Commerce
Ohio Hotel & Lodging Association
Ohio Restaurant Association
Ohio Valley Chapter of ABC
OKC Inc IEC
Oklahoma Chapter of ABC
Oklahoma Hotel & Lodging Association
Oklahoma Restaurant Association
Oklahoma State Chamber
Optical Laboratories Association
Oregon IEC
Oregon Lodging Association
Oregon Restaurant Association
Owatonna Area (MN) Chamber of Commerce
& Tourism
Oxnard (CA) Chamber of Commerce
Pacific Northwest Chapter of ABC
Pacific Printing & Imaging Association
Pelican Chapter of ABC
Pennsylvania Chamber of Business &
Industry
Pennsylvania Restaurant Association
Pennsylvania Tourism & Lodging Association
Petroleum Equipment Institute
Plumbing-Heating-Cooling Contractors
Association
Portland Cement Association
Precision Metalforming Association
Printing & Graphics Association Mid Atlantic
Printing & Imaging Association Mountain
States
Printing & Imaging Association of Georgia,
Inc.
Printing & Imaging Association of Mid
America
Printing & Imaging Association of New York
State
Printing Association of Florida, Inc.
Printing Industries Association Inc. Serving
Northern Kentucky & Ohio
Printing Industries Association of San Diego
(CA)
Printing Industries Association of the South,
Inic.
Printing Industries Association, Inc. of
Arizona

Printing Industries Association, Inc. of
Southern California
Printing Industries of America
Printing Industries of Michigan, Inc.
Printing Industries of New England
Printing Industries of Northern California
Printing Industries of St. Louis (MO)
Printing Industries of the Gulf Coast
Printing Industries of the Midlands, Inc.
Printing Industries of Utah
Printing Industries of Virginia
Printing Industries of Wisconsin
Printing Industry of Illinois/Indiana
Association
Printing Industry of Minnesota, Inc.
Printing Industry of the Carolinas, Inc.
Professional Beauty Association
Property Rights Alliance
ProsperityAlaska.org
Public Service Research Council
Puget Sound Washington Chapter IEC
Redwood Empire Chapter IEC
Regional Legislative Alliance of Santa
Barbara County (CA)
Restaurant & Hospitality Association of
Indiana
Restaurant Association of Maryland
Restaurant Association of Metropolitan
Washington
Rhode Island Chapter of ABC
Rhode Island Hospitality & Tourism
Association
Rio Grande Valley Chapter of IEC Inc
Rocky Mountain Chapter of ABC
Rocky Mountain IEC
Rogers-Lowell (AR) Chamber of Commerce
Ruston-Lincoln (LA) Chamber of Commerce
Sacramento (CA) Metro Chamber of
Commerce
Saginaw Valley Chapter of ABC
San Antonio Chapter IEC
San Diego Chapter of ABC
San Diego North (CA) Chamber of
Commerce
San Diego North Chamber of Commerce
Sebago Lake Region (ME) Chamber of
Commerce

Sierra Nevada Chapter of ABC
Snack Food Association
Society of Human Resource Management
Society of the Plastics Industry (The)
South Carolina Chamber of Commerce
South Carolina Trucking Association
South Dakota Retailers Association
South Florida Chapter Inc IEC
South Texas Chapter of ABC
Southeast Missouri IEC
Southeast Pennsylvania Chapter of ABC
Southeast Texas Chapter of ABC
Southeastern Michigan Chapter of ABC
Southern Arizona IEC
Southern California Chapter of ABC
Southern California IEC
Southern Colorado Chapter IEC
Southern Indiana Chapter-Evansville IEC
Southern New Mexico IEC
St. Mary's County (MD) Chamber of
Commerce
Staten Island (NY) Chamber of Commerce
Steel Manufacturers Association
Stuart-Martin County (FL) Chamber of
Commerce
Taxpayers League of Minnesota
Tennessee Hospital Association
Tennessee Hotel & Lodging Association
Tennessee Restaurant Association
Texas Coastal Bend Chapter of ABC
Texas Gulf Coast Chapter IEC
Texas Gulf Coast Chapter of ABC
Texas Hotel & Lodging Association
Texas Mid-Coast Chapter of ABC
Texas Panhandle IEC
Texas Restaurant Association
Texas State IEC
Texas Warehouse Association
Texoma IEC
Textile Care Allied Trades Association
Textile Rental Services Association of
America
The Real Estate Roundtable
Tooling & Manufacturing Association
Treasure State IEC
Tri-State IEC
Truckload Carriers Association

Tucson (AZ) Metropolitan Chamber of
Commerce
U.S. Apple Association
U.S. Chamber of Commerce
U.S. Hispanic Chamber of Commerce
U.S. Human Recourses and Ethics Services
United Chambers of Commerce-SFV &
Region
United Motorcoach Association
Utah Chapter of ABC
Utah Hotel & Lodging Association
Utah IEC
Utah Restaurant Association
Ventura Chapter IEC
Vermont Hospitality Council
Virginia Chamber of Commerce
Virginia Chapter of ABC
Virginia Hospitality & Travel Association
Virginia Manufacturers Association
Virginia Petroleum Convenience & Grocery
Association
Virginia Trucking Association
Visalia (CA) Chamber of Commerce
Washington IEC
Washington Restaurant Association
Washington State Hotel & Lodging
Association
WECA IEC
West Chamber Serving Jefferson County
(CO)
West Suburban (IL) Chamber of Commerce
& Industry
West Tennessee Chapter of ABC
West Texas IEC
West Virginia Chamber of Commerce
West Virginia Chapter of ABC
West Virginia Hospitality & Travel
Association
West Virginia Oil Marketers & Grocers
Association
Western Carolina Industries
Western Colorado Chapter of ABC
Western Colorado IEC
Western Michigan Chapter of ABC
Western Pennsylvania Chapter of ABC
Western Reserve Chapter IEC
Western Washington Chapter of ABC

Wholesale Florist & Florist Supplier
Association
Wichita Chapter IEC
Wisconsin Chapter of ABC

Wisconsin Manufacturers & Commerce
Association
Wisconsin Motor Carriers Association
Wisconsin Restaurant Association
Wyoming Lodging & Restaurant Association