



Women's Mining Coalition Supports Privacy **Oppose H.R. 1409 and S. 560**

"Card Check"
Employee Free Choice Act

The Women's Mining Coalition (WMC) opposes the "Employee Free Choice Act" (H.R. 1409/S. 560) which would prevent employees from voting in private. America's workers deserve the right to a fair, federally supervised secret ballot election process when deciding whether or not to join a union. Workers are better protected from intimidation and coercion by casting their vote privately with a federally supervised secret ballot. Taking away this right would be undemocratic and would expose employees to threats and intimidation during the organizing process. The only way to guarantee worker protection is through the continued use of a federally supervised private ballot, so that personal decisions about whether to join a union remain private.

- The "Employee Free Choice Act (EFCA)" or "card check" legislation would strip workers of their rights by replacing the private ballot with a card check system that allows a union to organize if a majority of workers simply sign a card. Under this system, paid union organizers oversee the process, making the workers' choice public to their employer, co-workers and union organizers.
- EFCA also contains provisions that force binding arbitration on the employer and the collective bargaining unit. Such legislation creates uncertainty for business planning, stunting future business growth and further weakens America's already struggling economy.
- Senate proponents of EFCA have recently discussed the possibility of introducing a legislative compromise. However, compromise in the form of "quickie" elections or mail-in ballots are equally dangerous, giving professional union organizers the upper-hand in coercing workers to join a labor union by denying employees their rights to education from both management and labor.
- Compromise legislation will also retain binding arbitration provisions, which would insert further uncertainty into the business marketplace and weaken the U.S. economy.

WMC urges members of Congress to oppose H.R. 1409 and S. 560.