

Facts about the Employee Free Choice Act

What EFCA Means for Workplace Democracy

The deceptively named Employee Free Choice Act (EFCA) strips workers of their right to a government-supervised, private-ballot vote and replaces it with a forced-unionization system, where workers must publicly declare their support for a union and publicly sign a binding contract without seeing the “fine print.” After 51% sign up, the remaining 49% of workers never get a choice.

At its core, EFCA is an undemocratic power grab by special-interest union lobbyists. It strips workers’ right to privacy and exposes them to intimidation, deception, and coercion.

Why Union Bosses Want Forced Unionization

It is clear why unions are desperately pressuring Congressional candidates to pledge support for a forced unionization bill: Union membership has declined drastically over the years, from almost 20 percent of the private-sector workforce twenty-five years ago to just 7.5 percent today.

So it should be no surprise that UNITE HERE union president Bruce Raynor candidly admitted to The New York Times, “There’s no reason to subject the workers to an election.”

Who’s Against Forced Unionization?

The American Public: 87 percent of Americans support a federally-supervised, private ballot election to decide unionization.

U.S. Supreme Court: The Court wrote that the forced unionization system imposed by EFCA is “inferior to the election process.”

Union Officials, but only when they benefit from a private ballot election: The AFL-CIO supports private ballot elections for removing a union. Because they “provide the surest means for avoiding decisions which are the result of group pressures and not individual decisions.”

Leading Democratic Supporters of EFCA, but only when the union elections are in Mexico: As 15 Democratic Congressmen—including many supporters of EFCA—wrote to Mexican labor authorities: “We understand that the private ballot is allowed for, but not required, by Mexican labor law. However, we feel that the private ballot is absolutely necessary in order to ensure that workers are not intimidated into voting for a union they might not otherwise choose.”