



Election Time? With EFCA, Workers Could Lose the Right to Vote to Unionize

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There is no doubt that voting and the campaign process is as American as apple pie. When employees sit down and decide whether they wish to be represented by a union at work, the National Labor Relations Act also provides for a campaign culminating in a vote. Under the proposed Employee Free Choice Act, unions can bypass the voting process and enter the workforce by simply having the majority of employees sign "authorization cards" indicating a preference for a union. The EFCA does away with the campaign and resulting secret ballot.

This is a little like deciding which political candidate wins based on polling rather than voting, and also substitutes private judges (arbitrators) for party negotiations to decide the terms of a labor contract. Why the proposed change? The unions want this changed so they can "win" representation without risking an election loss.. The right to vote in a union election is extremely important. Everyone should seriously question the EFCA and anything else that removes the secret ballot election process from union representation issues.

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