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Sen. Specter's EFCA, a Compromise for No One

The Alliance for Worker Freedom (AWF), an organization established in 2003 to combat anti-worker legislation and promote free and open labor markets, opposes Senator Arlen Specter's (D-Penn) revamped Employee Free Choice Act (EFCA).

While Democrats claim new EFCA legislation represents a bipartisanship "compromise," such language is misleading. Making no real concessions, new EFCA bills substitute one bad policy for another. AWF continues to oppose EFCA in all disguises. Senator Specter's proposal is no different and still undermines worker rights in three key areas:

Last Best Offer Arbitration or "Baseball Arbitration"

- A government body appoints arbitration panels to write contracts between newly-unionized workers and employers based on previous negotiations, or offers
- Arbitrators will likely be political appointees who could easily be pressured into, unfairly, ruling in favor of one side
- Arbitrators can still force employees into failing pensions

"Snap" or "Quickie" Elections

- Employees are blindsided and forced to vote in an election only days after learning a vote will be held
- Union organizers will decide when the vote will take place, so the election does not occur until organizers believe their support has peaked.
- If a majority of workers oppose the union, the election will be put on hold until the union organizers can gather more support
- Compromises the election process by rushing employees and denying them the chance to make an informed decision using a quicker time period
- Does not give employers sufficient time to discuss the consequences of unionization

Violation of Workplace Property Rights

- Workers could be subjected to union harassment as organizers would be permitted on worksites and free to communicate anything
- Employers are required to allow union participation in private company-worker meetings held to discuss the negative effects of unionization
- Inhibits employers from communicating freely with their workers

To see what a union campaign at your job will be like, play the interactive game at www.WhatIsCardCheck.com

The Alliance for Worker Freedom is a special project of Americans for Tax Reform dedicated to combating anti-worker legislation. All media and press inquires should be made to media@workerfreedom.org or 202-785-0266.