



December 22, 2008

The Honorable Arlen Specter
 United States Senate
 Washington, DC 20510

Re: Employee Free Choice Act (EFCA)/Card Check Legislation

Dear Senator Specter:

We, the undersigned, represent employers of all sizes across numerous industries, located in every corner of Pennsylvania. Jointly, our members provide more than two million jobs to people in our state. As a group, we represent an overwhelming majority of the private workforce in the Commonwealth. We recognize that the workforce of Pennsylvania is dedicated and talented, and our members strive to work cooperatively with employees—for the good of our state and the broader economy.

With this in mind, we are writing to voice our strong opposition to the Employee Free Choice Act (EFCA) specifically, and to so-called “card check” rules in general. **We urge you to vote “No” on EFCA.**

As you know, workers in the U.S. have the right to unionize, and this right is strongly protected under current law. But just as workers have the right to form unions without threat of retribution, they also have the right to reject unionization if they feel that a union is not in their best interest.

Today, *the private ballot* provides workers with the ability to vote freely, up or down, for unionization, without interference from co-workers, employers, managers,

union leaders, or others. EFCA would eliminate the private ballot, forcing workers to expose their private votes.


In addition to ending the private ballot for union-organizing elections, EFCA includes a number of other ill-conceived provisions, including:

- **Treating every business the same:** A single-site, local company with a few dozen employees is very different from a multinational with tens of thousand of employees. EFCA would treat all these businesses as if they had the same issues and resources.
- **The ongoing threat of forced federal arbitration:** No two labor disputes are the same, but EFCA would force federal arbitrators on both sides in an unfair and uniform way.
- **Limiting contract votes:** As employer representatives, we recognize the importance of employee input on morale. In some instances, EFCA would force contracts on workers without a vote, a limitation that should be troubling to both labor and business owners.

Especially in today's economic climate, government should seek ways to bring employers and employees together. We all contribute to the economic health and social fabric of our communities and our nation. Public policy needs to support our positive bonds, not drive new divisions between workers, unions, and employers.

Thank you for your attention to this matter and for your consideration of our position. We would appreciate an opportunity to meet with you to discuss these concerns in more detail at the beginning of the next session and we will contact you to schedule an appointment.

Sincerely,



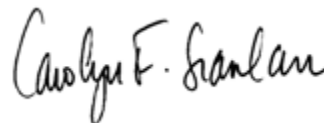
Floyd Warner
President
Pennsylvania Chamber of Business
and Industry



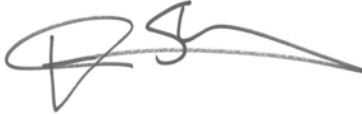
Frederick W. Anton
President & CEO
Pennsylvania Manufacturers
Association



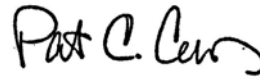
Jim Runk
President & CEO
Pennsylvania Motor Truck Association



Carolyn F. Scanlan
President and CEO
The Hospital & Healthsystem
Association of Pennsylvania



Kevin Shivers
Pennsylvania State Director
National Federation of Independent Business



Pat Conway
President & CEO
Pennsylvania Restaurant Association



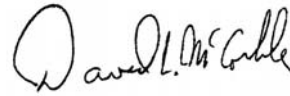
George Ellis
President
Pennsylvania Coal Association



Brian A. Rider
President & CEO
Pennsylvania Retailers' Association



Susan Staub
President
Pennsylvanians for Right to Work, Inc.



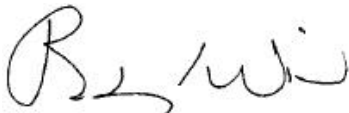
David McCorkle
President & CEO
Pennsylvania Food Merchants
Association



John R. Zimmer, CAE
President & CEO
Associated Builders & Contractors, Inc.,
Keystone Chapter



Jeff Zeh
President & CEO
Associated Builders & Contractors,
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Barry Wickes
President
Pennsylvania Tourism and Lodging
Association