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## **HR Policy Association Urges NLRB to Reject Electronic Voting Services**

### *Process Could Undermine Employees' Rights*

**Washington, DC**—HR Policy Association this week urged the National Labor Relations Board (NLRB) to not implement the “electronic voting service for both remote and on-site elections.” The Association believes that implementation of such a process would undermine key protections available to employees through on-site secret ballot elections supervised by the NLRB.

Daniel V. Yager, Chief Policy Officer and General Counsel of the HR Policy Association said, “The current process of voting at an on-site NLRB supervised manual election allows employees to enter a private booth and cast a vote on a private ballot. Remote electronic elections have no real safeguards to protect employees from intimidation or coercion and present too many opportunities for unions, employers or co-employees to impede the rights of the employees under the National Labor Relations Act.”

Recently, the Division of Administration of the NLRB posted on FedBusOps.gov a request for information (RFI) seeking “industry solutions regarding the capacity, availability, methodology and interest of industry sources for procuring and implementing secure electronic voting services both for remote and on-site elections.” The language in the RFI makes it very clear that the Board is not limiting its request to simply using the kinds of electronic voting machines that are frequently used for political elections, indicating that the agency is seeking a “proven solution that supports mail, telephone, web-based and/or on-site electronic voting.”

HR Policy Association believes that purpose of the NLRB supervised elections is to ensure that the employee casts his or her vote in the strictest confidentiality and without intimidation or coercion. Therefore, given the significant concerns with the proposed remote electronic voting policy, the Association urged that any such proposal be rejected by the NLRB.

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To view the HR Policy Association’s letter to the NLRB click here:

<http://www.hrpolicy.org/downloads/2010/10-75%20RFI%20Response%20on%20Electronic%20Voting.pdf>

HR Policy Association is the lead organization representing chief human resource officers of major employers. The Association consists of more than 300 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than 18 million employees worldwide and have a combined market capitalization

of more than \$7.5 trillion. These senior corporate officers participate in the Association because of their passionate interest in the direction of human resource policy. Their objective is to use the combined power of the membership to act as a positive influence to improve public policy, the HR marketplace, and the human resource profession. For more information visit [www.hrpolicy.org](http://www.hrpolicy.org)