



Making Your Vote Count: The Case for Preserving Confidentiality in Employee Union Representation Decisions

The Democratic Congress is engaged in a long-term effort to alter the rules governing union organizing to give organized labor a boost. The Employee Free Choice Act (EFCA) would eliminate secret ballot elections for union representation, mandate binding arbitration for first contracts and substantially increase penalties for employer, but not union, labor law violations.

In an exhaustive study of union organizing under current law and the proposed changes, former National Labor Relations Board Chairman Peter J. Hurtgen (who also served as Director of the Federal Mediation and Conciliation Service) and former NLRB Member Charles I. Cohen caution that EFCA "could ultimately destroy the credibility and effectiveness of [the current] system."

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