

## **"Card Check" Legislation Update**

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### **"Card Check" Legislation Detrimental to Small Business Owners, Employees**

*NSCA Protects Your Rights, Money by Working Against Bill*

On March 10, the United States House of Representatives and Senate introduced the "Employee Free Choice Act (EFCA)," often referred to as "card check," which would change how unions are allowed to organize workers in the U.S. and could negatively affect systems contractors.

This legislation would be harmful to systems contractors who have maintained a strong, steady business not controlled by labor unions. The bill includes three main changes that would affect systems contractors:

- The ability to maintain a secret ballot vote for participation in union organizations could be changed to open voting.
- Business owners could see harmful financial repercussions due to new binding arbitration contracts if there is a delay in benefits negotiations. Essentially, owners would lose control of business decisions, from salaries and vacation time to insurance. These decisions would be made by the union or by the federal government in a dispute.
- Employers would also see financial penalties during negotiations with labor unions or the federal government and harsh penalties on back-pay violations.

The Senate is expected to act on the legislation first, and labor unions are pushing hard to bring the bill up for a vote this spring.

Positive movement has been made with the senators beginning to speak out on the negative effects of this bill. NSCA needs your help to defeat this legislation and ensure small business is protected for years to come. [Contact your federal representatives and ask them to vote NO on EFCA.](#)

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