



Asian American
Hotel Owners
Association

AAHOA
Member Advisory

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Keep Big Labor Out Of Your Business; Oppose the Card-Check Bill

Please be advised of AAHOA's **strong opposition** to the Employee Free Choice Act of 2007, also known as the "card-check bill" (H.R. 800/S. 1041). **This bill poses an almost certain threat to small businesses and their employees**, and is certain to play a pivotal role in the upcoming Senate and Presidential elections.

The card-check bill makes it much easier for small businesses to become unionized. It takes away an employee's right to a secret ballot when voting on whether to form a union in the workplace. This allows union organizers to ask employees to openly sign their cards in front of their supervisors and co-workers to show their support for a union, and creates the potential for bullying, threats, and intimidation if an employee refuses to sign.

After the union organizers have collected enough employee signatures on the union cards, the card-check bill requires employers to immediately recognize, and the National Labor Relations Board (NLRB) to immediately certify, the results. Thereafter, collective bargaining with the union must begin within ten (10) days. If agreement is not reached within ninety (90) days thereafter, the bill calls for government interference. If thirty (30) more days are allowed to pass, the Federal arbitration board will issue a binding decision on the salary and benefits that a business owner must provide to his/her employees.

By depriving employees of the protections afforded by a secret ballot, and employers of the ability to work with their employees to arrive at terms which are mutually satisfactory, the card-check bill stands to have catastrophic effects on small businesses. In addition, the bill provides for significant increases to the penalties faced by employees for alleged improper labor practices, including back pay restitution and a \$20,000 civil penalty for each violation.

Support for this bill falls strongly along party lines, with Democrats in support and Republicans against. Accordingly, the unions are backing Democrats across the board. The Service Employees International Union (SEIU) has launched an estimated \$150 million effort to fund the campaigns of Presidential candidate Barack Obama, and Democratic Senatorial candidates in key contested states. The size of the SEIU coffers has raised eyebrows, leading the National Right to Work Legal Defense Foundation to ask the Departments of Labor and Justice to investigate the source of this money. Specifically, these departments have been asked to look into SEIU's mandatory PAC contribution policies, which allegedly raise some questions as to compliance with federal law.

All AAHOA members are urged to contact their elected representatives and voice their opposition to this pernicious piece of legislation by visiting the AAHOA online advocacy website at <http://www.capitolconnect.com/aahoa> and clicking on the "Take Action" tab in the left-hand column.

Just a few moments of your time could go a long way towards protecting your businesses—and those of your fellow AAHOA members and colleagues in the hotel industry. Thank you very much for your support.