

election and instead relies on controversial and notoriously flawed³ card check where employees are forced to vote for or against the union in front of coworkers and union organizers by signing or not signing authorization cards. The Board's decision reverses a half-century of NLRB precedent and is at odds with long-standing Supreme Court and federal court rulings that have routinely criticized card check for being "admittedly inferior" and an "unreliable method." The Board made this major policy change without soliciting input from the public via comment or amicus briefs, despite CDW's request.⁴

The ERA, on the other hand, would guarantee workers will use secret ballots to choose whether or not to unionize. This ensures workers can vote their conscience without being harassed, retaliated against, or threatened by union organizers, colleagues, or employers looking to pressure them to vote a certain way.



standard – which expands upon the damaging policy adopted in the Obama-era Browning-Ferris Industries decision – will put every contractual relationship across the economy in jeopardy, needlessly exposing employers to significant liability under the law when they do not have a meaningful role in setting workplace conditions. The standard also puts at serious risk the franchise model that has been used by millions of entrepreneurs t 50 16 BTent4 0 5 0 4 (ve)2 (()-10 (t)-2 (he)2 (A)-3 1



Heating, Air-conditioning, & Refrigeration Distributors International HR Policy Association ICSC Independent Bakers Association Independent Electrical Contractors Industrial Fasteners Institute International Franchise Association



U.S. Chamber of Commerce Western Electrical Contractors Association Workforce Fairness Institute Workplace Solutions Association