

## **EMPLOYEE FREE CHOICE ACT**

The U.S. apple industry is very concerned about the ramifications of proposed changes to the Federal Labor Relations Act. The Employee Free Choice Act (H.R. 1409 and S. 560) would overturn 70-plus years of established labor law by replacing the traditional secret ballot elections with a “card check” process by which a company or facility would become unionized if a majority of employees simply sign cards indicating a desire to form a union. Additionally, the measure would impose an artificial timeline for first time contract certification once a union is put in place, and enable a federal arbitrator to dictate terms of the contracts. In other words, wages, benefits, and work rules could be decided without meaningful input by employers or employees.

USApple is an active member of the Coalition for a Democratic Workplace (CDW) and Agriculture for a Democratic Workplace (ADW).

*Position: USApple urges Congressional opposition to the Employee Free Choice Act. Existing methods to join or form a union should be preserved and protected.*