



## CONNECTICUT

**TESTIMONY OF  
NATIONAL FEDERATION OF INDEPENDENT BUSINESS  
BY  
ANDY MARKOWSKI, CONNECTICUT STATE DIRECTOR  
OPPOSING  
HB-6534, AAC LABOR UNION AUTHORIZATION CARD CHECKS  
BEFORE THE  
LABOR & PUBLIC EMPLOYEES COMMITTEE  
MARCH 3, 2009**

*The National Federation of Independent Business (NFIB), Connecticut's and the nation's leading small-business advocacy association, respectfully submits the following comments opposing HB-6534, An Act Concerning Labor Union Authorization Card Checks:*

While as written HB-6534 is limited to requiring the state Board of Labor Relations to investigate only when a complaint petition is filed, the concern that this measure can be expanded, as it has been in previous years, to creating a card check system, can not be overlooked. This legislation is also ill-timed and unnecessary; enacting this type of state-level initiative prior to any federal action on "card check" legislation is presumptive and akin to "putting the cart before the horse."

The National Labor Relations Act (NLRA) allows employees to determine whether or not they choose to be represented by a union through a secret ballot election held by the National Labor Relations Board (NLRB). Furthermore, current law prohibits employers from making threats of reprisal or force or promising benefits that might interfere with an election. This proven method prevents workers from being vulnerable to misinformation, intimidation and coercion by union advocates. However, under a card-check system, workers' votes are made public to the employer, union organizers and co-workers.

Not only would that type of legislation deny small employers a voice in the face of a targeted union campaign, but the effective elimination of secret ballot voting replaced by a simple majority of signed authorization cards, exposes employees to pressure and bullying.

Election statistics from the National Labor Relations Board (NLRB) suggest that the bulk of "card check" unionization campaigns will unfairly target small businesses. Of the more than 2,600 representation elections conducted by the NLRB in 2005, 70 percent involved bargaining units of fewer than 50 employees. Small businesses are the most vulnerable to the card check system because they often are less likely to have labor counsel to advise them.

As it stands now, small businesses are already near the breaking point trying to cope with the crippling credit crunch, skyrocketing healthcare costs and often paralyzing uncertainty of this economic recession. All the while organized labor is spending hundreds of millions of dollars in political campaigns designed to threaten workers and undermine our economic competitiveness. Legislation such as HB-6534 will do nothing to protect workers and their rights and only serves to harm job-creators. Thank you for your consideration.