

**Support Workers' Fundamental Right!  
Oppose the "Card Check" Bill  
House Bill 2974**

**WHAT THE BILL DOES:**

- Eliminates a workers' right to a secret ballot election when deciding whether or not to join a union.
- Strips workers of privacy and exposes them to a process whereby workers could be harassed, intimidated and pressured into signing a card stating they support a union.

**WHO THE BILL IMPACTS:**

- Most agricultural workers in the State of Hawaii
- Non-retail businesses with less than \$50,000 in annual sales
- Retail businesses with less than \$500,000 in annual sales, including restaurants
- Many small non-profit organizations in the State of Hawaii
- Day care centers with less than \$250,000 in gross annual revenues
- Hotels, motels, apartments and condominiums with less than \$500,000 in annual revenues
- Taxicab companies with less than \$500,000 in total annual revenues
- Law firms and legal aid programs with less than \$250,000 in gross annual revenues
- Art museums with less than \$1 million in gross annual revenues
- Colleges, universities, and secondary schools with less than \$1 million in annual revenues
- Newspapers with less than \$200,000 in annual revenues
- Any other worker covered under the Hawaii Employment Relations Act, Chapter 377, HRS

**WHY THIS BILL HURTS WORKERS:**

- State and federal laws have a long tradition of recognizing the rights of workers to organize, form, join or assist labor organizations and to bargain collectively through representatives of their own choosing. This bill eliminates an employee's free choice in determining union representation and violates the democratic principles upon which our nation was founded.
- Without the protection and confidentiality provided by a secret ballot, honest workers could be subject to misinformation, fear and intimidation by those organizing signature campaigns.