

MEMORANDUM

TO: All Interested Parties
FROM: Hart Research Associates
DATE: January 8, 2009
**RE: Public Opinion Regarding The Employee Free Choice Act,
National Survey Results**

From December 4 to 10, 2008, Hart Research Associates conducted a telephone survey among a representative national sample of 1,007 adults. The margin of error for this survey is ± 3.2 percentage points among all adults, and larger among certain subgroups.

Findings

1 Americans want legislation that makes it easier for workers to bargain with their employers for better wages, benefits, and working conditions. Nearly four in five (78%) adults favor legislation that would make it easier for workers to bargain with their employers. This includes nearly half (46%) of Americans who strongly favor legislation to that end.

- Just 17% of adults oppose legislation making it easier for workers to bargain with their employers for better wages, benefits, and working conditions.
- A majority (69%) of Americans agree that it is very or fairly important to have strong laws that give employees the freedom to make their own choice about whether to form a union in their workplace. Half (50%) of Americans say this is very important.

2 Americans overwhelmingly support the Employee Free Choice Act. After hearing descriptions of its three main provisions (see question language below), 73% of adults favor the legislation. Thirty-seven percent (37%) of adults strongly favor the Employee Free Choice Act.

- Just one in five (21%) Americans opposes the Employee Free Choice Act.
- Support for the Employee Free Choice Act stretches across demographic and geographic lines.
 - ✓ Democrats (87%) and independents (69%) support the Employee Free Choice Act. Even among Republicans, nearly half support the legislation. Indeed, opposition to the Employee Free Choice Act is further confined to Republicans who identify as conservatives (36% support). Three-quarters (74%) of moderate/liberal Republicans favor passing the Employee Free Choice Act.

Hart Research Associates

- ✓ Seven in 10 (69%) adults in Right to Work states also support the Employee Free Choice Act.

Support For The Employee Free Choice Act Among Key Groups *(after hearing messages from both sides of the debate)*

	<u>Total Favor</u> %
All adults	72
Registered voters	72
Democrats	87
Independents	69
Republicans	48
Conservative Republicans	36
Non-conservative Republicans	74
Men	66
Women	78
Whites	69
African Americans	88
Hispanics	76
High school/less	77
Some college	76
College graduates	63
Northeast	81
South	67
Midwest	73
West	68
Right to Work states	69

Hart Research Associates

3 The public supports each of the Employee Free Choice Act's three provisions, and support is strongest for majority sign-up.

- Three-quarters (75%) of adults favor allowing employees to have a union once a majority of employees in a workplace sign authorization cards indicating that they want to form a union, including 44% who strongly support the idea. Just 20% of adults oppose majority sign-up.
- Two-thirds (64%) of adults favor strengthening penalties for companies that illegally intimidate or fire employees who try to form a union, including half (49%) who strongly support penalties.
- Three in five (61%) adults favor binding arbitration in cases in which a company and a newly certified union cannot agree on a contract after three months. Thirteen percent (13%) of adults are not sure how they feel about this provision.

Support For Provisions Of The Employee Free Choice Act

	Total Favor %
Allows employees to have a union once a majority of employees in a workplace sign authorization cards indicating they want to form a union	75
Strengthens penalties for companies that illegally intimidate or fire employees who try to form a union	64
Establishes binding arbitration in cases where a company and a newly certified union cannot agree on a contract after three months of negotiating	61

4 Fewer than half of Americans know that employers generally oppose unions. Just 47% of adults know that when elections are held in a workplace to determine whether a union will represent employees, employers generally oppose the union and try to convince employees to vote no. Three in 10 (30%) Americans believe that employers generally take no position and let employees decide on their own and 21% are not sure.