



Charles E. Bunch

Chairman

June 18, 2007

Dear Senator:

As chairman of the National Association of Manufacturers (NAM), the nation's largest industrial trade association representing small and large manufacturers in every industrial sector and in all 50 states, I respectfully urge your opposition to H.R. 800/S. 1041, the so-called "Employee Free Choice Act." This vote is critical to the future of manufacturing in the United States.

PPG Industries has facilities where employees have chosen to be represented by a union, as well as those who have voted against organizing. Since 1960, PPG has had nearly 60 elections at various facilities, and can therefore attest that the current secret ballot system is working and respects the best interests of our employees.

This legislation would take away a worker's right to a federally supervised, private ballot process to determine whether to join a union. The NAM and its members adamantly believe that secret ballots are the only way to protect an employee's freedom to choose without coercion or intimidation. Workers should not have to reveal to anyone how they voted. Citizens — from both union and non-union households — overwhelmingly oppose the bill's assault on individual rights. **Polling by the Coalition for a Democratic Workplace reveals that:**

- **90 percent of union households oppose the so-called "Employee Free Choice Act," and**
- **89 percent of voters believe organizing votes should remain confidential and not be made public.**

Moreover, the compulsory, binding arbitration mandated in the legislation would give the government unprecedented power over private contract negotiations. Making a government-appointed arbitration panel the primary decision-maker about wages and benefit terms between private-sector workers and employers raises serious constitutional issues and further erodes the competitive capabilities of American manufacturers. Our industry is already saddled with structural costs more than 30 percent higher than our global competitors.

This legislation is an unacceptable assault on the time-tested and effective protections that workers have had under a federally supervised, private ballot process for more than 70 years. A majority of Americans opposes this ill-advised legislation, and I hope you will, too. I urge you to vote "no" on any procedural motions and final passage of H.R. 800/S. 1041. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Bunch", written in a cursive style.

Charles E. Bunch
Chairman & CEO
PPG Industries, Inc.

Manufacturing Makes America Strong