



May 6, 2009

**No Compromise on the Misnamed Employee Free Choice Act**

Dear Senator:

As you and your colleagues continue to debate the issues confronting our nation, we write to express our strong opposition to all efforts to pass any provision included in the *Employee Free Choice Act* (H.R. 1409/S. 560), and our united opposition to any related legislation presented under the guise of “compromise.”

The Coalition for a Democratic Workplace (CDW), a group of more than 580 organizations, is united in opposition to the *Employee Free Choice Act* (EFCA) because we believe this bill severely undermines long standing principles of balance and fairness in federal labor law. Make no mistake; the purpose of EFCA is not labor law reform. The legislation is a dramatic assault on the rights of employees and employers that threatens to severely undermine any chance at a constructive dialogue on labor law reform.

The key provisions in EFCA represent egregious attempts to limit the rights of employees and employers and will severely diminish the ability of U.S. business to succeed in our globally competitive market. They include the effective elimination of secret ballot voting replaced by a mandate that a union be recognized by a simple majority of signed authorization cards, exposing employees to intimidation and coercion. Along with that, EFCA could impose on the employer and the bargaining unit a two year, binding contract wherein economic terms such as wages, benefits, and work rules are unilaterally determined by a federal arbitrator for first contracts without a ratification vote by employees or the opportunity for dissent by the employer.

Neither of the above provisions, alone, or in combination, will bring about positive change for American workers or employers. This legislation poses not only an assault on an individual’s right to privacy, but a direct threat to economic growth and job creation.

However, as more Senators continue to express reservations or outright opposition to card-check as well as mandatory, binding arbitration provisions within EFCA, discussions have begun in some quarters about the possibility of “compromise.” Let us be clear and frank on this matter; **there can be no acceptable “compromise” on any issue of labor law reform due to the very real threat posed by EFCA.**

Reports of EFCA’s demise seem rather premature when you consider that the legislation boasts 40 Senate cosponsors and 225 House cosponsors, in addition to being passed by the full House of Representatives in the 110<sup>th</sup> Congress.

Two main topics that have come up in “compromise” discussions, most notably in Senator Arlen Specter’s (D-PA) March 24 floor speech, are the issues of workplace access and so-called quickie elections. Both access and quickie elections deceptively purport to expedite the organizing process when in reality they sacrifice the rights of employees for the wants of professional union organizers; much like EFCA does.

Union access provisions would give non-employee, professional union organizers the right to enter a workplace during work hours to solicit support during a union organizing campaign. Union access provisions will significantly disrupt the working environment of a business, severely hampering day-to-day operations as employees could be approached regularly by professional union organizers while they are performing their job.

Employees who support the union currently have the right to campaign on company property, so union organizers are not without workplace advocates under the current law. Also, professional union organizers are permitted by current law to contact employees outside of the workplace, in the community, and also visits to an employee’s home, which an employer is restricted from doing.

Practically speaking, professional union organizers currently have the advantage of not being restricted in the promises and commitments that they can make during a campaign (i.e., increased benefits, pay, vacation, etc. which may ultimately be unattainable in the labor contract), while employers are restricted by law in what they can tell employees during an organizing campaign.

Worksite access and unfettered union campaigning, combined with one-sided restrictions on employer speech, would provide professional union organizers with a greater advantage.

A legislative mandate for “quickie elections” would impose a limited timeframe to complete a secret ballot union recognition election. A short time table, as little as 7 days in some proposals, can virtually eliminate an employers’ ability to provide employees with adequate information about the union, respond to the union’s comments or unionization generally. Such a scheme allows professional union organizers to “campaign” for months, while providing employees with limited – if any - time to hear from their employer about potential downsides to unionization.

“Quickie elections” can deny employees the opportunity to hear *both* sides of the argument on unionization. Deciding whether or not to join a union will have long-term impacts on workers lives. Limited election timeframes can unjustly curtail an employer’s ability to convey their point of view to their own employees prior to a secret ballot election. Employees should be able to make informed, as well as private, decisions about this important issue. Hearing from just one side denies them that information.

Current federal law provides employers the important opportunity to make *their* case to their employees, just as the professional union organizers can make their pitch.

And, it is worth noting the reality that, in fiscal year 2008, the average time taken for the National Labor Relations Board (NLRB) to complete a secret ballot election was 38 days (down from 50 days in 1980). And, in 2008, 94% of elections were completed within 56 days, **with unions winning two-thirds of those elections.**

These facts clearly debunk the myth that the current NLRB election process is to blame for the decline in union membership in this country.

While “quickie elections” and workplace access are not the only “compromise” ideas that may surface in this debate, it is important that CDW convey the problems that accompany these proposals so that Senators can understand pitfalls that exist in calls for “compromise” on EFCA.

The signatories of this letter represent hundreds of thousands of employers united in our strong opposition to this legislation and opposed to Congressional passage of this legislation or its individual provisions. We regard this bill as the most direct threat to our ability to continue to operate competitively and create jobs.

We therefore respectfully ask you not to support this bill or any “compromise” legislation. For more information, analyses, and polling data showing that more than 70 percent of union households oppose the *Employee Free Choice Act*, please visit our coalition’s website at [www.myprivateballot.com](http://www.myprivateballot.com).

Sincerely,

**THE COALITION FOR A DEMOCRATIC WORKPLACE:**

60 Plus Association  
Advanced Supply Chain International  
Aeronautical Repair Station Association  
Aerospace Industries Association  
Affiliated Chambers of Commerce of  
Greater Springfield (MA)  
Alabama Chapter of ABC  
Alabama Restaurant Association

Alaska Cabaret, Hotel, Restaurant &  
Retailers Association  
Alaska Chapter of ABC  
Alaska Hotel & Lodging Association  
Alliance for Worker Freedom  
Aluminum Association  
American Apparel & Footwear  
Association

American Association of Homes & Services for the Aging  
American Bakers Association  
American Beverage Association  
American Concrete Pressure Pipe Association  
American Conservative Union  
American Council of Engineering Companies  
American Fire Sprinkler Association  
American Foundry Society  
American Frozen Food Institute  
American Health Care Association  
American Home Furnishings Alliance  
American Hospital Association  
American Hotel & Lodging Association  
American International Automobile Dealers Association  
American Meat Institute  
American Moving & Storage Association  
American Mushroom Institute  
American Nursery & Landscape Association  
American Pipeline Contractors Association  
American Rental Association  
American Rental Association of California  
American Rental Association of Maryland  
American Rental Association of Massachusetts  
American Rental Association of Nebraska  
American Rental Association of Wisconsin  
American Seniors Housing Association  
American Shareholders Association  
American Society for Healthcare Human Resources Administration  
American Society of Employers  
American Staffing Association  
American Supply Association  
American Trucking Associations

American Wholesale Marketers Association  
Americans for a Limited Government  
Americans for Prosperity  
Americans for Tax Reform  
Antelope Valley Chamber of Commerce  
API  
Arcadia (CA) Chamber of Commerce  
Arizona Builders Alliance of ABC  
Arizona Chamber of Commerce & Industry  
Arizona Hotel & Lodging Association  
Arizona IEC  
Arizona Restaurant & Hospitality Association  
Arkansas Associated Builders & Contractors  
Arkansas Hotel & Lodging Association  
Arkansas IEC  
Arkansas Rental Association  
Arkansas State Chamber of Commerce  
Asheboro/Randolph (NC) Chamber of Commerce  
Ashland & Tri State Area Chapter IEC  
Asian American Hotel Owners Association  
Assisted Living Federation of America  
Associated Builders & Contractors  
Associated Builders & Contractors Heart of America Chapter  
Associated Builders & Contractors of Alabama  
Associated Builders & Contractors of Hawaii  
Associated Builders & Contractors of Los Angeles/Ventura  
Associated Builders & Contractors of Michigan  
Associated Builders & Contractors of Texas  
Associated Equipment Distributors  
Associated General Contractors  
Associated Industries of Massachusetts  
Associated Rental Stores of Kansas City  
Association for Manufacturing Technology

Association of Equipment  
Manufacturers  
Association of Millwork Distributors  
Association of Washington Business  
Association of Woodworking &  
Furnishings Suppliers  
Atlanta Hotel Council  
Automotive Aftermarket Industry  
Association  
Baltimore Metro Chapter of ABC  
Bearing Specialists Association  
Brick Industry Association  
Burnsville (MN) Chamber of Commerce  
Business & Industry Association of New  
Hampshire  
Business Solutions Association  
California Chamber of Commerce  
California Delivery Association  
California Hotel & Lodging Association  
California Manufacturers & Technology  
Association  
California Restaurant Association  
California/Nevada/Arizona Automotive  
Wholesalers Association  
Camarillo (CA) Chamber of Commerce  
Capital Associated Industries Inc  
Carolinas Chapter of ABC  
Center for Freedom & Prosperity  
Center for Individual Freedom  
Center for the Defense of Free  
Enterprise  
CenTex Chapter IEC  
Central Alabama Chapter IEC  
Central California Chapter of ABC  
Central Florida Chapter of ABC  
Central Indiana IEC  
Central Michigan Chapter of ABC  
Central Missouri IEC  
Central Ohio AEC/EIC  
Central Ohio Chapter of ABC  
Central Pennsylvania Chapter of ABC  
Central Pennsylvania Chapter of IEC  
Central Texas Chapter of ABC  
Central Washington IEC  
Centre County (PA) IEC  
Chamber of Commerce of Southwest  
Indiana  
Chamber of Medford/Jackson County  
(OR)  
Charleston (SC) Metro Chamber of  
Commerce  
Chattanooga Area (TN) Chamber of  
Commerce  
Chesapeake Chapter of ABC  
Chesapeake IEC  
Chicago Auto Trade Association  
Chicagoland Chamber of Commerce  
Cincinnati Regional Chamber of  
Commerce  
Citizen Outreach Project  
Cleveland-Bradley (TN) Chamber of  
Commerce  
Coalition of Franchisee Associations  
College & University Professional  
Association for Human Resources  
Colorado Association of Commerce &  
Industry  
Colorado Association of Homes &  
Services for the Aging  
Colorado Concern  
Colorado Hospital Association  
Colorado Hotel & Lodging Association  
Colorado Restaurant Association  
Commerce & Industry Association of  
New Jersey  
Connecticut Business & Industry  
Association  
Connecticut Chapter of ABC  
Connecticut Restaurant Association  
Consumer Electronics Association  
Copper & Brass Servicenter  
Cornhusker Chapter of ABC  
Costa Mesa (CA) Chamber of  
Commerce  
Council for Citizens Against  
Government Waste  
Cumberland Valley Chapter of ABC  
Custom Electronic Design & Installation  
Association  
Dakotas Inc IEC/Dallas Chapter IEC

Daytona Beach/Halifax (FL) Chamber of  
Commerce  
Delaware Chapter of ABC  
Delaware Restaurant Association  
Denver Metro Chamber of Commerce  
Detroit (MI) Regional Chamber of  
Commerce  
Duluth (MN) Area Chamber of  
Commerce  
East Tennessee Chapter of ABC  
East Tennessee IEC  
East Texas IEC  
Eastern Pennsylvania Chapter of ABC  
Eastern Shore Chapter of ABC  
Eastern Washington Chapter IEC  
El Paso Chapter IEC  
Empire State Chapter of ABC  
Environmental Industry Associations  
Fairfax County (VA) Chamber of  
Commerce  
Federation of American Hospitals  
Fertilizer Institute (The)  
FEWA-Marketing & Distribution  
Association  
Flagstaff (AZ) Chamber of Commerce  
Florida Chamber of Commerce  
Florida East Coast Chapter of ABC  
Florida First Coast Chapter of ABC  
Florida Gulf Coast Chapter of ABC  
Florida Independent Concrete &  
Associated Products, Inc.  
Florida Restaurant & Lodging  
Association  
Florida West Coast Chapter IEC  
Food Marketing Institute  
Forging Industry Association  
Fort Worth/Tarrant County IEC  
Freedom Works  
Fruita Area Chamber of Commerce  
Georgia Chamber of Commerce  
Georgia Chapter of ABC  
Georgia Hotel & Lodging Association  
Georgia IEC  
Georgia Restaurant Association  
Glendale (AZ) Chamber of Commerce  
Golden Gate Chapter of ABC

Goleta Valley (CA) Chamber of  
Commerce  
Grand Junction Area (CO) Chamber of  
Commerce  
Greater Albuquerque (NM) Chamber of  
Commerce  
Greater Bakersfield (CA) Chamber of  
Commerce  
Greater Cincinnati IEC  
Greater Columbia (SC) Chamber of  
Commerce  
Greater Columbus (GA) Chamber of  
Commerce  
Greater Decatur (IL) Chamber of  
Commerce  
Greater Delray Beach (FL) Chamber of  
Commerce  
Greater Elkhart (IN) Chamber of  
Commerce  
Greater Findlay (OH) Chamber Inc.  
Greater Hamilton (OH) Chamber of  
Commerce  
Greater Houston Chapter of ABC  
Greater Louisville (KY) Inc.  
Greater Medina (OH) Chamber of  
Commerce  
Greater Pittsburgh (PA) Chamber of  
Commerce  
Greater Pittsburgh (PA) Hotel  
Association  
Greater Raleigh (NC) Chamber of  
Commerce  
Greater Reading Chamber of Commerce  
Greater Shreveport Chamber of  
Commerce  
Greater Spokane Incorporated  
Greater St. Louis IEC  
Greater Syracuse (NY) Chamber of  
Commerce  
Green Bay Area (WI) Chamber of  
Commerce  
Guam Contractors Association of ABC  
Hampton Area (NH) Chamber of  
Commerce  
Hampton Roads Chapter IEC  
Hartford (CT) Chamber of Commerce

Hawaii Hotel & Lodging Association  
Hawaii Restaurant Association  
Healthcare Distribution Management Association  
Heart of America Chapter of ABC Heating, Airconditioning & Refrigeration Distributors International  
Henderson (NV) Chamber of Commerce  
Hilliard (OH) Chamber of Commerce  
Hispanic Alliance for Progress Institute  
Hobbs (NM) Chamber of Commerce  
Hospitality Association of South Carolina  
Hotel Association of New York City  
Hotel Association of Washington DC  
Houma Chamber of Commerce  
Idaho IEC  
Idaho Lodging & Restaurant Association  
Illinois Chamber of Commerce  
Illinois Chapter of the Associated Builders & Contractors  
Illinois Hotel & Lodging Association  
Illinois IEC  
Illinois Restaurant Association  
Independent Electrical Contractors Inc  
Indian River County (FL) Chamber of Commerce  
Indiana Chamber of Commerce  
Indiana Chapter of ABC  
Indiana Motor Truck Association  
Industrial Fasteners Institute  
Industrial Supply Association  
Inland Pacific Chapter of ABC  
Interlocking Concrete Pavement Institute  
International Association of Amusement Parks & Attractions  
International Association of Refrigerated Warehouses  
International Council of Shopping Centers  
International Dairy Foods Association  
International Foodservice Distributors Association  
International Franchise Association  
International Truck Parts Association

International Warehouse Logistics Association  
Iowa Association of Business & Industry  
Iowa Chapter of the Associated Builders & Contractors  
Iowa Restaurant Association  
Iowans for Right to Work  
Kansas Chamber (The)  
Kansas City IEC  
Kansas Restaurant & Hospitality Association  
Kentuckiana Chapter of ABC  
Kentucky & Southern Indiana Chapter IEC  
Kentucky Chamber of Commerce  
Kentucky Electrical Contractors Association  
Kentucky Motor Transport Association  
Kentucky Restaurant Association  
Keystone Chapter of ABC  
Lake Havasu Area (AZ) Chamber of Commerce  
Larue County Chamber of Commerce  
Las Vegas (NV) Chamber of Commerce  
Las Vegas Chapter of ABC  
Licking County (OH) Chamber of Commerce  
Little Rock (AR) Chamber of Commerce  
Long Beach Area Chamber  
Louisiana Association of Business & Industry  
Louisiana Rental Association  
Louisiana Restaurant Association  
Louisiana Retailers Association  
Lower Bucks County (PA) Chamber of Commerce  
Lubbock Chapter IEC  
Maine Chapter of ABC  
Maine Innkeepers Association  
Maine Restaurant Association  
Management Association of Illinois (The)  
Manufactured Housing Institute  
Manufacturers' Association of NW Pennsylvania

Maryland Hotel, Motel & Resort Association  
Maryland Motor Truck Association  
Massachusetts Chapter of ABC  
Massachusetts Restaurant Association  
Material Handling Equipment Distributors Association  
MEC-IEC of Dayton, OH  
Messenger Courier Association of the Americas  
Metals Service Center Institute  
Metro Washington Associated Builders & Contractors  
Metro West (MA) Chamber of Commerce  
Michigan Chamber of Commerce  
Michigan Manufacturers Association  
Michigan Restaurant Association  
Mid Gulf Coast Chapter of ABC  
Mid Tennessee Chapter of ABC  
Mid-America Lumbermens Association  
Mid-Oregon Chapter IEC  
Mid-South Chapter IEC  
Midwest Equipment Rental Association  
Midwest IEC  
Minnesota Chapter of ABC  
Minnesota Grocers Association  
Minnesota Lodging Association  
Minnesota Rental Association  
Minnesota Restaurant Association  
Minnesota Trucking Association  
Mississippi Associated Builders & Contractors  
Mississippi Economic Development Council  
Mississippi Hospitality & Restaurant Association  
Mississippi Manufacturers Association  
Missouri Restaurant Association  
Monroe (LA) Chamber of Commerce  
Montana Chamber of Commerce  
Montana IEC  
Montana Motor Carriers Association  
Montana Restaurant Association  
Montgomery Area (AL) Chamber of Commerce

Motor & Equipment Manufacturers Association  
Mountain States Employers Council, Inc.  
Nashville IEC  
Natchitoches Area (LA) Chamber of Commerce  
National Alliance for Worker & Employer Rights  
National Apartment Association  
National Association of Chemical Distributors  
National Association of Home Builders  
National Association of Manufacturers  
National Association of Mutual Insurance Companies  
National Association of Real Estate Investment Trusts  
National Association of Sign Supply Distributors  
National Association of Theatre Owners  
National Association of Wholesaler-Distributors  
National Automobile Dealers Association  
National Burglar & Fire Alarm Association  
National Center for Assisted Living  
National Club Association  
National Council of Agricultural Employers  
National Council of Chain Restaurants  
National Council of Farmer Cooperatives  
National Council of Textile Organizations  
National Electrical Manufacturers Association  
National Federation of Independent Business  
National Franchise Association  
National Grocers Association  
National Lumber & Building Material Dealers Association  
National Mining Association  
National Multi Housing Council

National Pest Management Association  
National Petrochemical & Refiners  
Association  
National Precast Concrete Association  
National Private Duty Association  
National Propane Gas Association  
National Ready Mix Concrete  
Association  
National Restaurant Association  
National Retail Federation  
National Roofing Contractors  
Association  
National Small Business Association  
National Solid Wastes Management  
Association  
National Stone, Sand & Gravel  
Association  
National Tank Truck Carriers, Inc.  
National Taxpayers Union  
National Tooling & Machining  
Association  
Nebraska Chamber of Commerce &  
Industry  
Nebraska Grocery Industry Association  
Nebraska Hotel & Motel Association  
Nebraska Restaurant Association  
Nevada Hotel & Lodging Association  
Nevada Manufactures Association  
Nevada Restaurant Association  
New England IEC  
New Hampshire Lodging & Restaurant  
Association  
New Hampshire/Vermont Chapter of  
ABC  
New Jersey Business & Industry  
Association  
New Jersey Chapter of ABC  
New Jersey Electrical Contractors  
Association  
New Jersey Food Council  
New Jersey IEC  
New Jersey Restaurant Association  
New Mexico Chapter of ABC  
New Mexico Lodging Association  
New Mexico Restaurant Association  
New Orleans/Bayou Chapter of ABC

New York State Hospitality & Tourism  
Association  
New York State Restaurant Association  
Newspaper Association of America  
North Alabama Chapter of ABC  
North American Equipment Dealers  
Association  
North Carolina Chamber of Commerce  
North Carolina Restaurant & Lodging  
Association  
North Dakota Chamber of Commerce  
North Dakota Hospitality Association  
North Florida Chapter of ABC  
North Las Vegas (NV) Chamber of  
Commerce  
Northeastern Retail Lumber Association  
Northern Allegheny County (PA)  
Chamber of Commerce  
Northern Kentucky Chamber of  
Commerce  
Northern New Mexico IEC  
Northern Ohio Chapter of ABC  
Northern Ohio Electrical Contractors  
Association  
Northern Palm Beach Chamber  
Northwest Pennsylvania IEC  
Northwest Washington IEC  
NPTA Alliance  
Offshore Marine Service Association  
Ohio Chamber of Commerce  
Ohio Hotel & Lodging Association  
Ohio Manufacturers Association  
Ohio Restaurant Association  
Ohio Valley Chapter of ABC  
OKC Inc IEC  
Oklahoma Chapter of ABC  
Oklahoma Hotel & Lodging Association  
Oklahoma Rental Association  
Oklahoma Restaurant Association  
Oklahoma State Chamber  
Optical Laboratories Association  
Oregon IEC  
Oregon Lodging Association  
Oregon Restaurant Association  
Owatonna Area (MN) Chamber of  
Commerce & Tourism

Oxnard (CA) Chamber of Commerce  
Pacific Northwest Chapter of ABC  
Pacific Printing & Imaging Association  
Pelican Chapter of the Associated  
Builders & Contractors  
Pennsylvania Chamber of Business &  
Industry  
Pennsylvania Restaurant Association  
Pennsylvania Tourism & Lodging  
Association  
Petroleum Equipment Institute  
Plumbing-Heating-Cooling Contractors  
Association  
Portland Cement Association  
Precision Metalforming Association  
Printing & Graphics Association Mid  
Atlantic  
Printing & Imaging Association  
Mountain States  
Printing & Imaging Association of  
Georgia, Inc.  
Printing & Imaging Association of Mid  
America  
Printing & Imaging Association of New  
York State  
Printing Association of Florida, Inc.  
Printing Industries Association Inc.  
Serving Northern Kentucky & Ohio  
Printing Industries Association of San  
Diego (CA)  
Printing Industries Association of the  
South, Inic.  
Printing Industries Association, Inc. of  
Arizona  
Printing Industries Association, Inc. of  
Southern California  
Printing Industries of America  
Printing Industries of Michigan, Inc.  
Printing Industries of New England  
Printing Industries of Northern  
California  
Printing Industries of St. Louis (MO)  
Printing Industries of the Gulf Coast  
Printing Industries of the Midlands, Inc.  
Printing Industries of Utah  
Printing Industries of Virginia

Printing Industries of Wisconsin  
Printing Industry of Illinois/Indiana  
Association  
Printing Industry of Minnesota, Inc.  
Printing Industry of the Carolinas, Inc.  
Professional Beauty Association  
ProsperityAlaska.org  
Public Service Research Council  
Puget Sound Washington Chapter IEC  
Recreation Vehicle Industry Association  
Redwood Empire Chapter IEC  
Regional Legislative Alliance of Santa  
Barbara County (CA)  
Restaurant & Hospitality Association of  
Indiana  
Restaurant Association of Maryland  
Restaurant Association of Metropolitan  
Washington  
Retail Industry Leaders Association  
Rhode Island Chapter of ABC  
Rhode Island Hospitality & Tourism  
Association  
Rio Grande Valley Chapter of IEC Inc  
Rockwell Collins  
Rocky Mountain Chapter of ABC  
Rocky Mountain IEC  
Rogers-Lowell (AR) Chamber of  
Commerce  
Ruston-Lincoln (LA) Chamber of  
Commerce  
Sacramento (CA) Metro Chamber of  
Commerce  
Saginaw Valley Chapter of ABC  
San Antonio Chapter IEC  
San Clemente Chamber of Commerce  
San Diego Chapter of ABC  
San Diego North Chamber of Commerce  
San Jose Chamber of Commerce  
Sierra Nevada Chapter of ABC  
Snack Food Association  
Society of American Florists  
Society of Human Resource  
Management  
Society of the Plastics Industry (The)  
South Carolina Trucking Association  
South Dakota Retailers Association

South Florida Chapter Inc IEC  
South Texas Chapter of ABC  
Southeast Missouri IEC  
Southeast Pennsylvania Chapter of ABC  
Southeast Texas Chapter of ABC  
Southeastern Michigan Chapter of ABC  
Southern Arizona IEC  
Southern Building Material Association  
Southern California Chapter of ABC  
Southern California IEC  
Southern Colorado Chapter IEC  
Southern Hills Business Association  
Southern Indiana Chapter-Evansville IEC  
Southern New Mexico IEC  
St. Mary's County (MD) Chamber of Commerce  
Staten Island (NY) Chamber of Commerce  
Steel Manufacturers Association  
Stuart-Martin County (FL) Chamber of Commerce  
Taxpayers League of Minnesota  
Tennessee Hospital Association  
Tennessee Hotel & Lodging Association  
Tennessee Restaurant Association  
Texas Coastal Bend Chapter of ABC  
Texas Gulf Coast Chapter IEC  
Texas Gulf Coast Chapter of the Associated Builders & Contractors  
Texas Hospital Association  
Texas Hotel & Lodging Association  
Texas Panhandle IEC  
Texas Restaurant Association  
Texas State IEC  
Texas Warehouse Association  
Texoma IEC  
Textile Care Allied Trades Association  
Textile Rental Services Association of America  
The Real Estate Roundtable  
Tooling & Manufacturing Association  
Treasure State IEC  
Tri-State IEC  
Truck Renting & Leasing Association  
Truckload Carriers Association

Tucson (AZ) Metropolitan Chamber of Commerce  
U.S. Apple Association  
U.S. Chamber of Commerce  
U.S. Hispanic Chamber of Commerce  
U.S. Human Recourses and Ethics Services  
United Chambers of Commerce-SFV & Region  
United Fresh Produce Association  
United Motorcoach Association  
Utah Chapter of ABC  
Utah Hotel & Lodging Association  
Utah IEC  
Utah Restaurant Association  
Ventura Chapter IEC  
Vermont Hospitality Council  
Virginia Chamber of Commerce  
Virginia Chapter of ABC  
Virginia Hospitality & Travel Association  
Virginia Manufacturers Association  
Virginia Petroleum Convenience & Grocery Association  
Virginia Trucking Association  
Visalia Chamber of Commerce  
Washington IEC  
Washington Restaurant Association  
Washington State Hotel & Lodging Association  
WECA IEC  
West Chamber Serving Jefferson County (CO)  
West Suburban Chamber of Commerce & Industry  
West Tennessee Chapter of ABC  
West Texas IEC  
West Virginia Chamber of Commerce  
West Virginia Chapter of ABC  
West Virginia Hospitality & Travel Association  
West Virginia Oil Marketers & Grocers Association  
Western Carolina Industries  
Western Colorado Associated Builders & Contractors

Western Colorado IEC  
Western Growers Association  
Western Michigan Chapter of ABC  
Western Pennsylvania Chapter of ABC  
Western Reserve Chapter IEC  
Western Washington Chapter of ABC  
Wholesale Florist & Florist Supplier  
Association  
Wichita Chapter IEC  
Wisconsin Chapter of ABC  
Wisconsin Innkeepers Association  
Wisconsin Manufacturers & Commerce  
Association  
Wisconsin Motor Carriers Association  
Wisconsin Restaurant Association  
Wyoming Lodging & Restaurant  
Association