

January 30, 2009

The Honorable Jim Cooper  
605 Church Street  
Nashville, TN 37219

Dear Congressman Cooper:

Now that the 111<sup>th</sup> Congress has convened, there is little question that the "Employee Free Choice Act" will again be debated. We urge you to oppose this legislation because of the negative impact it will have on employees, employers, and consumers in these most challenging economic times.

The bill effectively transfers the bulk of the risk borne by the unions to individual employees. Union officials shift the burden of organizing to employees as a matter of convenience. The petition for election becomes moot if 50% or more workers sign cards. Employees are also under increased risk from union and company leadership in terms of exploitation, intimidation, and coercion if their current rights are replaced by unbalanced and impractical rules.

Permitting "card check" to become law effectively takes the choice of whether to authorize an organizing vote from employees and puts it in the hands of union organizers. Although secret ballot voting would not be banned, it would have the same practical effect. This constricts a basic democratic principle.

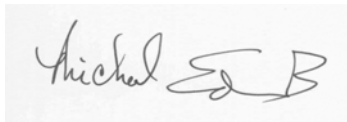
Tennessee's right to work tradition gives employers a strong incentive to provide the best for their employees. The success of which is evident by many failed organizing votes at some of Tennessee's most prominent companies. The threat of card check jeopardizes that tradition which has helped attract many billions of dollars in new capital investment and several hundred thousand jobs to our state in the past decade alone.

More people have now seen the results of organized labor imposing their will, as evidenced by the role of the UAW and domestic auto manufacturers. Again, please support the right of workers to choose for themselves without prejudice.

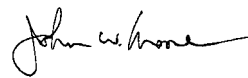
Sincerely,



Tom Edd Wilson  
President & CEO  
Chattanooga



Michael Edwards  
President & CEO  
Knoxville



John Moore  
President & CEO  
Memphis



Ralph Schulz  
President & CEO  
Nashville