

**Testimony of Larry Getts**  
**Employee of Dana Corporation**  
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Mr. Chairman, members of the Senate Committee on Health, Education, Labor and Pensions, thank you for the opportunity to speak to you today regarding my experience as an employee in a so-called "Card Check" organizing drive.

Before I begin, I'd like to say that, as many workers have learned first hand, I believe "Card Check" organizing drives put the interests of union officials ahead of those of workers.

While the bill has been officially named the "Employee Free Choice Act" by its proponents in Organized Labor and their allies in Congress, my own personal experience shows a more appropriate name would be the "Worker Coercion Act."

My story begins in 2006, when I was hired to work in a small plant in Fort Wayne, Indiana, owned by Dana Corporation that packed and shipped auto parts.

Of course, after taking the job at Dana Corporation, I had been told by other employees that there had never been any push to form a union in our plant in anyone's memory.

But all that changed in October of 2007 when a number of meetings were called for all employees.

At the second meeting, after I and my coworkers waited patiently for about fifteen minutes, an official from the United Auto Workers (UAW) finally arrived.

He spent several minutes explaining to us that he had cards for us to sign that would unionize our plant, and then spent a few more minutes explaining why he thought we should sign the cards.

Of course, at that time, none of my coworkers knew that our company, Dana Corporation, had signed a so-called "neutrality agreement," which meant that not only was the UAW given workers' personal information without our consent, but that we were only going to hear one side of the story throughout the organizing drive -- the UAW's.

Looking back on how that first meeting was handled, I believe the UAW official viewed the meeting as a simple

formality -- as if the matter had already been decided between the UAW and Dana Corporation, and the my views and the views of my coworkers were almost irrelevant.

In fact, it was easy to see from the get-go that the UAW representative was hardly concerned at all with how he came off to our group and thought he could railroad us all into the union.

The UAW official was even so bold as to curse constantly throughout the presentation, which appalled the elderly women who made up about 80% of our plant.

After this first attempt to organize our shop failed, the UAW changed tactics and sent in a whole new crew.

At that point, it became clear to all of us that the UAW was going to do whatever was necessary to get the required number of signatures.

Union organizers waited for us in the break room, sat with us at lunch whether we wanted them to or not, and walked us to our cars at the end of the day.

The entire time they were constantly badgering us to sign the cards.

One of the things the UAW officials would say is that they would start negotiating the moment the cards were signed.

One official told me that our small shop would make the same as the workers in the other -- much larger -- Fort Wayne plant.

Of course, to many of us, that didn't seem plausible because we were making twelve dollars an hour, and in Fort Wayne they were making twenty-one dollars an hour.

I refused to sign the card every time they asked, and I know many others shared my sentiment.

But none of that mattered to the UAW, because the pressure did not let up.

In fact, one day, an official approached me again claiming fifty percent of the plant had signed -- so now I was going to have to sign the card to "get my information in the system."

I signed the card then because I thought I had to.

I didn't learn until later that even then, I should not have been forced to sign the card.

In the end, the UAW did succeed in organizing our plant, but I thought they succeeded only because of their confrontational tactics and not because the majority of our workers wanted UAW representation.

So immediately after the union came in, I began a decertification effort.

The only reason I was able to fight back was because other Dana Corporation employees in Ohio appealed to the National Labor Relations Board after facing aggression from the UAW, and the NLRB decided that workers should be allowed to seek decertification.

Of course, the UAW responded to my effort by increasing the pressure, and even started visiting my coworkers at home.

Despite their intimidation, my coworkers and I voted to decertify the UAW forty-five days after the Card Check drive ended in a secret ballot election.

I believe the results of the secret ballot election showed the true "free choice" of my coworkers regarding UAW representation.

We didn't want the UAW representation that was foisted on us through "Card Check."

At the end of the day, the voice of the worker needs to be considered. Union officials say they speak for workers, and they say passage of the Card Check Bill is needed to "give workers a free choice."

In reality, they only want the power to harass workers like me into joining their union, paying dues and increasing the union bosses' power.

That's why I hope you'll vote to defeat the mis-named Employee Free Choice Act.