

# ERA has broad support among union and non-union households according to national polling

ISSUE	Total Support: Union Household National*	Total Support: Union Household MI, WI, PA, OH**	Total Support: Non-Union Household National*
<b>SECRET BALLOT ELECTIONS</b> Guarantee that a majority of all employees have a right to a secret paper ballot election. Prevents pressuring an employer to deny a secret ballot election.	79%	72%	81%
<b>UNION RECERTIFICATION ELECTIONS</b> Require all unionized workplaces to hold a secret ballot referendum periodically to determine whether the employees wish to remain represented by their current union.	71%	68%	83%
<b>POLITICAL PROTECTION</b> Requires unions to receive opt-in permission from each member to use his or her union dues for purposes other than collective bargaining (e.g., political support).	81%	79%	85%
<b>MAJORITY VOTE OF ALL EMPLOYEES</b> Unionization requires a majority vote of all affected employees in the workplace.	64%	Not Polled	69%
<b>EMPLOYEE PRIVACY PROTECTION</b> Gives employees the right to opt out of having their personal information shared with a union during an organizing campaign.	79%	Not Polled	85%
<b>DECERTIFICATION COERCION PREVENTION</b> Strengthen the National Labor Relations Act to prohibit unions from intimidating or coercing employees from exercising their rights, including their right to decertify the union.	64%	Not Polled	81%
<b>SECRET BALLOT STRIKE VOTE</b> Ensure that a majority of all employees in the bargaining unit have the right to a secret ballot vote before union leaders can declare a strike.	85%	Not Polled	83%
<b>CRIMINALIZES UNION THREATS</b> Forbid unions from using violence, or threats thereof, in an effort to coerce employees.	88%	Not Polled	92%

\*Polling of 3,059 American non-union households by Opinion Research Corporation (ORC) was conducted on July 16 – Aug. 2, 2015 with a Margin of Error of +/- 1.8%. ORC also polled 319 American union households on July 16 – Aug. 2, 2015 with a Margin of Error of +/- 5.2%.

\*\*Polling of 1,281 American non-union households by Opinion Research Corporation (ORC) was conducted on May 9 – 15, 2017 with a Margin of Error of +/- 3.3%. ORC also polled 719 American union households on May 9 – 15, 2017 with a Margin of Error of +/- 3.9%.

## ERA has broad support among Hispanics, both political parties, and independents, according to national polling from July - August 2015\*

Issue	Hispanic Americans	Democrat	Independent	Republican
<b>Secret Ballot Elections</b> Guarantee that a majority of all employees have a right to a secret paper ballot election. Prevents pressuring an employer to deny a secret ballot election.	<b>80%</b>	<b>81%</b>	<b>81%</b>	<b>84%</b>
<b>Union Recertification Elections</b> Require all unionized workplaces to hold a secret ballot referendum periodically to determine whether the employees wish to remain represented by their current union.	<b>80%</b>	<b>81%</b>	<b>83%</b>	<b>85%</b>
<b>Political Protection</b> Requires unions to receive opt-in permission from each member to use his or her union dues for purposes other than collective bargaining (e.g., political support).	<b>88%</b>	<b>81%</b>	<b>86%</b>	<b>88%</b>
<b>Majority Vote of All Employees</b> When voting to unionize, it requires a majority of all employees affected, not just those who voted	<b>74%</b>	<b>68%</b>	<b>69%</b>	<b>70%</b>
<b>Employee Privacy Protection</b> Gives employees the right to opt out of having their personal information shared with a union during an organizing campaign.	<b>81%</b>	<b>80%</b>	<b>87%</b>	<b>90%</b>
<b>Decertification Coercion Prevention</b> Strengthen the National Labor Relations Act to prohibit unions from intimidating or coercing employees from exercising their rights, including their right to decertify the union.	<b>80%</b>	<b>76%</b>	<b>81%</b>	<b>86%</b>
<b>Secret Ballot Strike Vote</b> Ensure that a majority of all employees in the bargaining unit have the right to a secret ballot vote before union leaders can declare a strike.	<b>82%</b>	<b>83%</b>	<b>84%</b>	<b>88%</b>
<b>Criminalizes Union Threats</b> Forbid unions from using violence, or threats thereof, in an effort to coerce employees.	<b>91%</b>	<b>91%</b>	<b>92%</b>	<b>95%</b>

\*Polling of 3,059 American non-union households by Opinion Research Corporation (ORC) was conducted on July 16 – Aug. 2, 2015 with a Margin of Error of +/- 1.8%. ORC also polled 319 American union households on July 16 – Aug. 2, 2015 with a Margin of Error of +/- 5.2%. Hispanic sample size is 448 with a Margin of Error of +/- 4.6%.