



Core Talking Points for the Employee Free Choice Act

- In today's tough economy, America's working families are struggling to make ends meet and the middle class is disappearing. So it's important to remember that **the best opportunity for working men and women to get ahead economically is by uniting with coworkers to bargain with their employers for better wages and benefits.** Workers who belong to unions earn 30 percent more than nonunion workers. They are 59 percent more likely to have employer-provided health coverage and four times more likely to have pensions.
- **Corporations give CEOs contracts that protect their pay and benefits—but they deny employees the same opportunity.** As a result, good jobs are vanishing and health care coverage and retirement security are slipping out of reach. Only 38 percent of the public says their families are getting ahead financially, and less than one-quarter believes the next generation will be better off. CEOs would never agree to work without a written contract guaranteeing their pay and benefits, so why can't workers have the same?
- **More than half of U.S. workers—nearly 60 million—say they would join a union right now if they could.**
- **But not enough people will get the chance because today's company-dominated system allows corporations to block workers** from deciding for themselves whether to form unions to bargain for a better life. Companies intimidate, harass, coerce and even fire people who try to organize unions. Workers are fired in a quarter of private-sector union organizing campaigns; and most workers who try to form unions are subjected to one-on-one anti-union meetings with their supervisors. Even after workers successfully form unions, 44 percent of the time they can't get a first contract. This is an urgent crisis for workers, blocking their free will and their ability to organize for power to get ahead.
- **The Employee Free Choice Act would restore workers' freedom to form unions and bargain** by (1) enabling employees to form unions when a majority signs authorization cards, (2) strengthening penalties for companies that coerce or intimidate employees and (3) establishing mediation and binding arbitration when the employer and workers cannot agree on a first contract. The Employee Free Choice Act has bipartisan backing in Congress and is supported by more than two-thirds of the American public, including a majority of Republicans.

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- **A number of responsible major companies such as AT&T, Harley Davidson and Kaiser Permanente have agreed to recognize a union when a majority of employees signs up.** They see this as a free and fair way to assess workers' choice—and it results in less conflict between employers and employees.
- **Today's company-dominated system has to be changed to give all working people the freedom to make their own choice about whether to have a union and bargain for better wages and benefits.** If the law is changed to allow more workers to make their own decision—without management coercion—more of America's workers will be able to ensure fair treatment on the job and improve their standards of living.
- **A better way of life at stake—for union members, nonunion workers and entire communities.** When employers respect their employees' choice to form a union, the community benefits from a stronger tax base, more stable families and healthier local economies. Statistics show that states in which more people are union members are states with higher wages overall, better benefits and better schools. When employers interfere in workers' decision about having a union, the community loses—living standards decline and income inequality grows. The community ends up paying the bills for the employer's decision.
- If our unions can grow and bring together more workers, we all will have the strength to improve our wages and protect our benefits. **There is strength in numbers. If more workers are free to join unions, union members will have more bargaining power with employers.** Passing the Employee Free Choice Act will benefit today's union members as well as those who join us in the future.
- **Language matters:**
 - ◆ *Employee Free Choice Act* – not *EFCA*
 - ◆ *Majority sign-up* – not *card check*
 - ◆ *Corporation or company* – not *employer*
 - ◆ It's about *workers, families, and communities* – not *unions*
 - ◆ *Company-controlled process* – not *NLRA election process*

Learn more at

www.employeefreechoiceact.org