

UE Fact Sheet

THE EMPLOYEE FREE CHOICE ACT

The Employee Free Choice Act - now before Congress - is the most important change to US labor law in 70 years. It makes it easier and safer to organize unions and bargain first union contracts. It limits managements' ability to use threats, firings and delays to deny workers a free choice to have a union.

What Will the Employee Free Choice Act Do?

1. Strengthen penalties for companies that coerce or intimidate employees trying to form unions and bargain.
2. Establish mediation and binding arbitration when the employer and workers cannot agree on a first contract.
3. Enable employees to form unions when a majority signs union authorization cards.

Why is the Employee Free Choice Act Important?

First, our system for forming unions is badly broken. **Workers' rights violations are rampant.**

A quarter of all companies illegally fire pro-union workers. In one current UE campaign, four out of five negotiating committee members have been fired.

We need to level the playing field.



More workers in unions would mean **more money in workers' pockets** — the key to ensuring the next economic recovery is both fair and sustainable.

Union members earn 30% more on average and are twice as likely to have health and pension benefits. We need workers' income, not Wall Street gimmicks, to fuel the economy.

What Can You Do to Help Fight for Workers' Rights?

- ✓ **Sign** the Online Campaign supporting the Employee Free Choice Act at www.ueunion.org
- ✓ **Call** the US Capitol Switchboard at 202-224-3121. Talk to Your Member of Congress
- ✓ **Volunteer** to Organize the Unorganized as part of UE's Freedom to Organize Campaign



more information at
www.ueunion.org