



## Quick Talking Points on the Employee Free Choice Act

- Unions are the engine of the middle class—since workers in unions earn 30% higher wages and are 59% more likely to have employer-provided insurance ([www.bls.gov](http://www.bls.gov)).
- By strengthening a workers' right to join a union, the Employee Free Choice Act would ensure more workers advance into the middle class.
- The U.S. has a consumer-driven economy. The more workers there are with union jobs that provide higher wages and better benefits, the more money in the pockets of workers to spend on goods and services to strengthen the economy.
- Sixty million workers say they would join a union if they could. But decades of hostile labor law amendments, lax enforcement, and corporate tactics that bend or break the law have made it incredibly difficult for workers to join unions.
- When workers try to form unions to improve their lives, companies often harass, intimidate, and threaten them. In fact, when faced with workers who try to form a union, 25 percent of employers fire workers for their union support.
- The Employee Free Choice Act greatly strengthens penalties against employers who illegally threaten, intimidate, harass, and/or fire pro-union workers.
- Opponents say Employee Free Choice eliminates the secret ballot—but it doesn't. With Employee Free Choice, workers could vote for a union if a majority signs union cards or by secret-ballot election. Workers decide how they vote, not their employers. Currently, if a majority of workers sign union cards, their employer holds the power to make them vote again in a union election.
- More than a year after voting for union representation, workers are unable to negotiate initial collective bargaining agreements 32 percent of the time (*Kate Bronfenbrenner, Cornell University, 2000*)—but Employee Free Choice ensures that if a majority of workers vote for a union, they will get a union contract through first-contract arbitration.
- Employee Free Choice would help level the playing field so that all Americans—not just those at the top—can earn decent wages and benefits. Last year, CEO salaries were 344 times that of the average U.S. worker (*New York Times, 9/19/08*).
- CEOs negotiate their contracts—Employee Free Choice ensures workers have the same right.
- Who's opposed to Employee Free Choice? Corporations that want to stop workers from having a voice to demand a better standard of living. Employers who want to maintain a system that favors the corporate elite rather than working people.
- A majority in Congress supports the Employee Free Choice Act. Momentum is growing for this legislation because Americans are concerned about the economy and want policies to restore the middle class.
- Critics opposed to Employee Free Choice claim it will take jobs away—but that's just not the case. Studies show that Employee Free Choice, if enacted, will create hundreds of thousands of jobs, strengthening our economy and the middle class.