

## Core Talking Points on the Employee Free Choice Act

- **America's working people are struggling to make ends meet these days and our middle class is disappearing.** Good jobs are vanishing, health care coverage and retirement security are slipping out of reach, and the middle class is disappearing. Only 38 percent of the public say their families are getting ahead financially and less than a quarter believe the next generation will be better off.
- **To get ahead economically, working people need the freedom to choose for themselves whether to join together in unions to bargain for better wages and benefits.** Workers who belong to unions earn 29 percent more than nonunion workers. They are 62 percent more likely to have employer-provided health coverage and four times more likely to have pensions.
- **More than half of America's working people—57 million—say they would join a union right now if they could.** But employers routinely block their ability to make this decision for themselves.
- **The current system for workers to form unions and bargain is broken.** Every day, corporations deny workers the freedom to decide for themselves whether to form unions to bargain for a better life. They routinely intimidate, harass, coerce and even fire workers who try to form unions and bargain for economic well-being. Workers should have the freedom to make their own choice about whether to have a union and bargain—without interference from management.
- **One out of five activists who try to form unions is fired.** Seventy-eight percent of private employers require supervisors to deliver anti-union messages to the workers whose jobs and pay they control. Half threaten to shut down partially or totally if employees join together in a union. And even after workers successfully form a union, one-third of the time employers never negotiate a contract.
- **The bipartisan Employee Free Choice Act would level the playing field for workers and employers and restore workers' freedom to form unions and bargain.** It would enable workers to form unions when a majority signs union authorization cards; strengthen penalties for companies that coerce or intimidate workers; and establish mediation and binding arbitration when the employer and workers cannot agree on a first contract.
- **A number of responsible major companies, such as Cingular Wireless, already agree to recognize a union when a majority of employees signs up.** These responsible employers recognize that this as a free and fair way to assess workers' choice—and it results in less conflict between employers and employees.
- **To get ahead economically, all working people need the Employee Free Choice Act** so they can have the freedom to decide for themselves whether to

come together in unions and bargain for better wages, benefits and working conditions. If the law is changed to allow more workers to make their own decision, more of America's workers will be able to work together to ensure fair treatment on the job and improve their standard of living.