



# Employee Free Choice Act

With our economy in shambles, it's more important than ever for workers to bargain collectively for a better life. Workers who belong to unions earn, on average, 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.

Which is why more than half of U.S. workers—nearly 60 million say they would join a union right now if they could. Unfortunately, few get the chance. The current National Labor Relations Board election process is company-controlled and fosters interference from the management. Employers routinely intimidate, harass, coerce and even fire workers who try to form unions and bargain for economic well-being. The drawn-out election process gives employers ample time to run aggressive anti-union campaigns.

- 78 percent of private employers require supervisors to deliver anti-union messages to the workers whose jobs and pay they control;
- 82 percent of employers faced with union organizing campaigns hire high-priced union-busting consultants;
- 91 percent force employees to attend one-on-one anti-union meetings with their supervisors;
- One in three employers actually fire workers who try to form a union;
- Even after workers successfully form a union, one-third of the time they are not able to get a contract.

Under today's broken laws, working people are powerless to bargain for better wages, while CEOs continue to rake in record profits. We need new policies that protect workers and their right to organize. The Employee Free Choice Act would level the playing field and restore the freedom to form unions and bargain for better wages and benefits.

The Employee Free Choice Act would

- Allow workers to join the union if the majority wants one;
- Increase penalties for companies that abuse workers who are exercising their freedom to form unions and bargain collectively;
- Guarantee that workers who form unions can get contracts.

The Employee Free Choice Act would allow workers to make an informed decision about the union free from employer harassment and intimidation. With the free choice to form unions, working people can counterbalance corporate power and rebuild our middle class.

**Share your story** about how the current company-controlled election process has affected you, your family and your colleagues. [Download the MS Word form here.](#)