

Employee Free Choice Act

Talking Points



Paychecks are shrinking, health care is skyrocketing, and America's workers are struggling to make ends meet. **In these tough times, workers need more opportunities to get ahead.** That's why unions matter and make a difference. Workers in unions earn 28 percent higher wages on average, and are 62 percent more likely to have employer-covered health coverage.

CEOs have gone too far, and working families are paying the price. In spite of record profits, corporations and their high-paid CEOs often treat employees unfairly – cutting back hours, health benefits, and raises. And when workers try and form unions to improve their lives, they're often met with harassment and resistance from these companies. In fact, 25 percent of employers faced with an organizing effort fire workers for their support of a union.

In today's economy, we need policies that give workers a fair shake. The Employee Free Choice Act will make it easier for men and women to join a union in their workplace. The legislation would give workers a fair and direct path to form unions through majority sign-up, help employees secure a contract with their employer in a reasonable period of time, and toughen penalties against employers who violate their workers' rights.

We need policies and solutions that bring back balance in this country, and work for everyone. Too often, corporations call the shots. Today, employers get to decide how their workers choose to form unions. Corporations also want a double standard. **CEOs would never agree to work without a written contract guaranteeing their pay and benefits, so why can't workers have the same?**

We need changing rules for changing times. If workers know they want a union, we should have laws that let them have it. Large, successful employers, like AT&T, already agree to recognize a union when a majority of their employees sign up for one. Responsible employers don't make their employees vote twice, or suffer through a drawn-out process.

The Employee Free Choice Act will help workers everywhere gain a stronger voice. If more workers are in unions, we'll collectively have more muscle to raise living standards, improve health care, and halt outsourcing. More workers having unions means that together we can help stop corporate America's race to the bottom. There is strength in numbers.

Who's opposed to the Employee Free Choice Act? Corporations that want to stop workers from having a better standard of living. Businesses that don't want to provide health care for employees. CEOs who demand pay and benefits through a contract, but don't want their employees to have one. Employers who are against changing a company-dominated system.

It's time for a level playing field and an economy that benefits all Americans. Of course, the economy works for CEOs whose salaries have soared 180 times that of an average worker. Everyone deserves a shot at the American Dream, and that's why we need the Employee Free Choice Act.

A majority in Congress supports the Employee Free Choice Act. Momentum is growing for the Employee Free Choice Act because Americans are concerned about the economy and want policies to restore the middle class.