

OUT OF CONTROL

Employer Misconduct During Union Organizing Far Too Common

National Labor Relations Board (NLRB) elections are meant to provide workers with the opportunity to choose whether or not they want to join a union. Yet research confirms that too many employers are taking advantage of U.S. labor laws intended to protect workers' rights to form unions. Aggressive misconduct from management widely prevents workers from exercising their choice. These findings indicate a serious need for reform of the NLRB-supervised union election process which typically skews in the favor of employers.

Democracy Denied

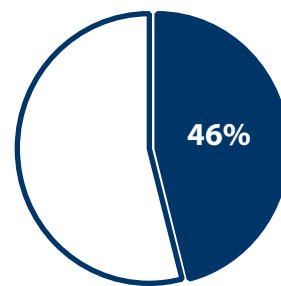
While anti-union interests claim the NLRB election system protects the right to vote, the grim reality remains that our broken system denies an overwhelming number of employees the opportunity to ever have a choice. As soon as workers file a petition with the NLRB to hold an election, employers often try to prevent the vote from ever taking place. In four out of 10 cases, workers who ask for an NLRB-supervised election don't ever get a chance to vote.



In the the current company-dominated system, workers who ask for a union election don't get a chance to vote in four out of 10 cases.

Lawlessness Rampant

In cases that actually reach an election, almost half are spoiled by employers engaging in illegal activity, according to workers' reports. Specifically, in 46 percent of elections, employers interfere with the NLRB-supervised election process by firing pro-union employees, cutting back on workers' hours, making groundless demotions, and using other intimidating tactics.



In 46% of NLRB-supervised union elections, workers report employer lawlessness both before and during the election.