



Protecting Workers' Freedom to Bargain for Better Wages & Benefits

Facts about the Employee Free Choice Act & Secret Ballot Elections:

The Employee Free Choice Act is common sense federal legislation that would give America's workers a fair and simple path to form a union so that they can earn better wages, health benefits and improved working conditions. The bill will rebuild America's struggling middle class, which is critically important for sustainable economic recovery. Corporate America's latest pretext for opposing the bill? Big business alleges it eliminates the option of holding a secret ballot union election and, therefore, would expose workers to union intimidation. Here are the facts:

FACT: The Employee Free Choice Act will not eliminate a worker's right to a secret ballot. This legislation would put the choice of how workers form unions in workers' hands, not big corporations. Workers can form a union when a majority signs up or can still choose to have a secret ballot election if they want one (www.americanrightsatwork.org).

FACT: U.S. law has permitted workers to form a union upon a showing of majority support since 1935. But since then, the law has been weakened, giving employers the power to require workers to participate in a secret ballot election *even after a majority show support for a union*. The Employee Free Choice Act would restore the right to use majority sign-up to millions of Americans.

FACT: Workers are routinely subjected to employer intimidation when they try to form a union. During union organizing campaigns, over 94% of employers resist their workers' efforts to form unions, 51% of employers illegally threaten to close down a worksite when employees try form a union, and 30% even fire union supporters (University of Illinois at Chicago).

FACT: Laws in 13 states grant workers the right to choose majority sign-up as a fair and direct method of forming a union. And, since 2003, more than half a million Americans formed unions through majority sign-up – including workers at companies like Kaiser Permanente, UPS Freight and AT&T (www.americanrightsatwork.org).

To learn more, go to www.FreeChoiceAct.org

It's time our economy worked for everyone again.