

## Faces of the Employee Free Choice Act

# Charlie Wilson

Security Officer  
Philadelphia, PA

“We decided to form a union to win a better life for our families. But the company won’t recognize our union – and they won’t give us a seat at the table to improve our jobs.”

### Protecting an American Treasure

Charlie Wilson is a security officer who works at Independence National Historical Park in Philadelphia – home to Independence Hall and the site of the drafting of the Declaration of Independence and the U.S. Constitution. Charlie is charged with protecting the Liberty Bell and he loves having a job that puts him in contact with some of the more than 2 million visitors who come every year to experience these symbols of America.

### Struggling with Healthcare Costs

Unfortunately, the private company that Charlie works for refuses to provide him and his fellow security guards with affordable health coverage. Instead, Charlie must pay out of pocket for medications to control his high blood pressure, diabetes and high cholesterol. He is unable to afford the blood tests and other treatment recommended by his doctor. “We also have no sick days,” says Charlie. “So not only can I not afford the treatments and medications that would keep me healthy, I end up losing money every time I do get sick.”

Charlie and other coworkers decided that a union would help them gain the affordable benefits they need in order to provide for their families. “We decided to form a union to win health care, sick days and a better life for our families,” says Charlie. Today, they are still fighting to get the company to recognize their decision to organize.

### Why We Need the Employee Free Choice Act

Under the Employee Free Choice Act, Charlie’s employer would have to recognize its employees’ desire to form a union if a majority of them signed union cards, instead of ignoring the clearly stated wishes of the workers. They would also be required to negotiate a contract in a set amount of time, which would help Charlie and his coworkers gain access to affordable healthcare as soon as possible. And they would be subject to real penalties for blocking employees’ efforts to form a union.

In the meantime, Charlie and his coworkers must wait and wonder when they’ll again be able to afford healthcare and get back to concentrating on the jobs they love. As Charlie says, “The company won’t recognize our union – and they won’t give us a seat at the table to improve our jobs.”

