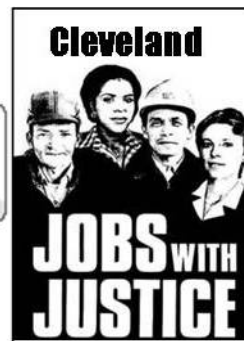




It's Time to Restore Workers' Freedom to Form Unions



The Employee Free Choice Act—Helping Workers Find a Voice

Why is changing labor law so important? It's plain as day: workers are struggling in this country. Today's workplaces are tilted in favor of lavishly-paid CEOs, who get golden parachutes while working families struggle to get by. When workers attempt to improve their lives by associating with their co-workers to bargain collectively with their employers, they are often met by immoral, illegal and intentional resistance. According to Article 23 (4) of the Universal Declaration of Human Rights, "Everyone has the right to form and to join trade unions for the protection of his or her interests."

The Union Advantage

- Union workers earn 27% more in median weekly wages than non-union workers.
- 75% of union workers have health benefits, compared with 49% of non-union workers.
- 69% of union workers have short-term disability coverage, compared with 30% of non-union workers.
- 82% of union workers get life insurance, compared with 51% of non-union workers .
- Unionized women earn 33% more than non-union women.
- African-American union workers earn 35% more than non-union African Americans.
- Latino union members earn 51% more than their non-union counterparts.
- Asian-American union members earn 11% more than their non-union counterparts.

What Happens When Workers Attempt To Organize

- 25% of employers facing union organizing campaigns illegally fire at least one worker.
- 75% of employers hire anti-union consultants.
- 78% of employers force workers to attend one-on-one anti-union meetings.
- 52% of employers threaten to call the Immigration and Customs Enforcement.
- 71% of employers in manufacturing threaten to close the plant if workers choose a union.
- 1% of companies actually close their plants after workers vote for a union.
- 92% of employers force workers to attend anti-union presentations.

The Employee Free Choice Act

Bipartisan legislation (H.R. 1409 and S. 560) introduced in Congress will help fix the broken process through which workers form unions.

The Employee Free Choice Act aims to:

- 1. Provide workers in a workplace with a fair and direct path to form unions if they choose when a majority sign up to do so.**
- 2. Help employees secure a contract with employers in a reasonable time by providing federal mediation and arbitration when negotiations are stalled.**
- 3. Increase and toughen penalties for employers who violate workers rights.**

For these reasons and many more community-based organizations & individuals, religious groups & leaders, students & youth as well as labor unions are uniting in the fight to strengthen the organizing and collective bargaining rights of workers and broaden a movement toward economic justice in the U.S.

For more info on this campaign and what you can do visit: www.clevelandjwj.org and www.clevelandaflcio.org