

**LABOR LAW REFORM – EMPLOYEE FREE CHOICE ACT**  
**OHIO AFL-CIO**  
**July 18-19, 2006**  
**Cincinnati, Ohio**

**WHEREAS:** the National Labor Rights Act (NLRA) guarantees in principle the right to join a union, employer tactics designed to suppress workers' freedom to organize to derailing this right.

**WHEREAS:** union workers through collective bargaining realize better wages, better health care, and a more secure retirement all of which benefit the overall economy.

**WHEREAS:** everything important that working families have won during the last 100 years was won by or with the help of the unions that America's workers formed through struggle. The list is long but includes: The 40-hour week and overtime pay, Medicare, Social Security, workplace safety laws. Simply put a better work life and more opportunities for families.

**WHEREAS:** one of the worlds most respected human rights organizations, Human Rights Watch, researched union campaign activity and found illegal reprisals against employees attempting to exercise their right to form a union have reached epidemic proportions.

**WHEREAS:** a Cornell University study has found; 1) 55% of private sector employers force workers to watch anti-union election campaigns; 2) 70% send an average of 6 anti-union letters to workers' homes; 3) 75% of employers distribute an average of 13 separate anti-union leaflets and, 4) employers illegally terminate 1 in 4 workers for union activity during organizing campaigns.

**WHEREAS:** a majority of employers threaten to close or move the workplace if a union be voted in. This type of coercion is on the rise as options abroad for companies to exploit workers become more lucrative, more readily available and even encouraged by the Bush Administration and members of the ruling majority here in Ohio.

**WHEREAS:** employer threats affect the outcome of union elections. In fact, workers who were threatened that their job would move to another country voted 27% less often to join a union than those not threatened. These types of threats are illegal, however, employers use terms like "predictions" to skirt the law.

**WHEREAS:** the time has come to amend the NLRA to protect the human rights of every worker to freely form or join a union without harassment or intimidation from their employer.

**THEREFORE BE IT RESOLVED**, the Ohio AFL-CIO will be vigorous in its advocacy to Congress and the Administration in support of the Employee Free Choice Act and believes the following principles of the Act will significantly limit employer interference in the open and free elections of unions:

- ☐ Streamline union certification – if a majority of employees sign an authorization card the NLRB shall certify the union.
- ☐ Collective bargaining shall commence not later than 10 days after a written request from the union.
- ☐ Enforcement against unfair labor practices with back pay and civil penalties will be strengthened.

Submitted by: Executive Board and Resolutions Committee