



What the Employee Free Choice Act Would Do

- **Majority Sign-Up**

Currently, there are two ways workers can win the right to union representation – through an election or majority sign-up. Employers now decide which option is used. The Employee Free Choice Act would give workers the power to choose.

- **First Contract Mediation and Arbitration**

In the private sector, 34% of union victories do not result in contracts, rendering choice meaningless. Under the Employee Free Choice act, if parties do not reach a contract within 90 days, either party can seek mediation. If there is no agreement after 30 days of mediation, the dispute will go to arbitration. The arbitration result will be binding for two years.

- **Stronger Remedies when Employers Violate the Law**

Private sector employers fire pro-union workers in 25% of all organizing drives and it often takes years to win back-pay or reinstatement. The Employee Free Choice Act would toughen penalties on employers. For example, if an employer discriminated against a worker during an organizing drive or first contract, the employer would have to pay three times the amount of back-pay.

Action Needed

Currently we are asking Members of Congress to co-sponsor the bill and vote for it when it is debated by the Senate and House this year. UNAC/UHCP and AFSCME International both support the passage of the Employee Free Choice Act.

To do your part **please call Senator Dianne Feinstein at 202-224-3841** and ask her to support the Employee Free Choice Act.