

## **Yeah, But. . . The Employee Free Choice Act**

**Q: Yeah, but wouldn't the Employee Free Choice Act take away a worker's right to vote for a union in secret?**

A: No. If one-third of workers want to have an election at their workplace, they can still ask the federal government under the National Labor Relations Board (NLRB) to hold an election. The Employee Free Choice Act simply gives them another option—called majority sign-up.

**Q: Yeah, but wouldn't the Employee Free Choice Act silence employers and require them to remain neutral about the union?**

A: No. Employers are still free to express their opinion about the union as long as they do not threaten or intimidate workers.

**Q: Yeah, but wouldn't employees be pressured to sign union authorization cards?**

A: It is illegal for anyone to coerce employees to sign a union authorization card. Any person who breaks the law will be subject to penalties under the Employee Free Choice Act.

In fact, academic studies show that workers who organize under majority sign-up feel less pressure from co-workers to support the union than workers who organize under the NLRB election process.

Workers who vote by majority sign-up also report far less pressure or coercion from management to oppose the union than workers who go through NLRB elections.

**Q: Yeah, but I already have a union. Why should the Employee Free Choice Act matter to me?**

A: Employers will always use the lower wages, benefits and working conditions of their non-union counterparts as a rationale to cut our hard won gains that took years to achieve. We believe in raising the bottom rather than bringing down what little remains of the middle class. We need the Act as much as non-union workers.

**Q: Yeah, but I work in a public sector job. Does the bill apply to me?**

A: Not directly. But history proves that when the private sector has greater union density and, therefore, better negotiating strength, the public sector's gains are significantly better. Additionally, the stronger the middle class (aided by higher union density), the stronger the tax base needed for a healthy public sector.

**Q: Yeah, but shouldn't we focus all our efforts on healthcare reform since it would affect all people residing in the U.S.?**

A: Healthcare reform and passage of the Employee Free Choice Act go hand-in-hand. When we have progressive labor law, then we can restore the power of unions and pass other important measures to benefit workers and their families. The struggle for both reforms remains a top priority for CWA.

**Q: Yeah, but does majority sign-up really work?**

A: Absolutely. The prime example within CWA involves its negotiated agreement with AT&T Mobility that any new hires get to choose a union through majority sign-up—resulting in more than 25,000 additional CWA members over the last several years! Unfortunately, most companies will not voluntarily agree to this democratic process.