

1 [Employee Free Choice Act.]  
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3 **Resolution in support of the Employee Free Choice Act which would authorize the**  
4 **National Labor Relations Board to certify a union as the bargaining representative**  
5 **when a majority of employees voluntarily sign authorizations designating that union to**  
6 **represent them; provide for first contract mediation and arbitration; and establish**  
7 **meaningful penalties for violations of a worker's freedom to choose a union.**  
8

9 WHEREAS, in 1935, the United States established, by law, that workers must be free  
10 to form unions; and,

11 WHEREAS, the freedom to form or join a union is internationally recognized by the  
12 1948 Universal Declaration of Human Rights as a fundamental human right; and,

13 WHEREAS, the free choice to join with others and bargain for better wages and  
14 benefits is essential to economic opportunity and good living standards; and,

15 WHEREAS, unions benefit communities by strengthening living standards, stabilizing  
16 tax bases, promoting equal treatment and enhancing civic participation; and,

17 WHEREAS, states in which more people are union members are states with higher  
18 wages, better benefits and better schools; and,

19 WHEREAS, union workers receive better wages and benefits, with union workers  
20 earning 29 percent more than workers without a union, 35 percent more likely to have access  
21 to health insurance, and are four times more likely to have access to a guaranteed defined-  
22 benefit pension; and,

23 WHEREAS, unions help raise workers' pay and narrow the income gap for minorities  
24 and women, by increasing median weekly earnings by 31 percent for union women workers,  
25

1 31 percent for African-American workers, 50 percent for Latino workers, 9 percent for Asian  
2 American workers; and,

3 WHEREAS, workers across the nation are routinely denied the freedom to form unions  
4 and bargain for a better life, with 25 percent of private-sector employers illegally firing at least  
5 one worker for union activity during organizing campaigns; and,

6 WHEREAS, 77 percent of the public believes it is important to have strong laws  
7 protecting the freedom for workers to make their own decision about having a union, and 58  
8 percent of workers would join a union if they had the chance; and,

9 WHEREAS, employers often refuse to bargain fairly with workers after forming a union  
10 by dragging out first contract bargaining for up to two years in 45 percent of successful  
11 campaigns; and,

12 WHEREAS, each year millions of dollars are spent to frustrate workers' efforts to form  
13 unions, and most violations of workers' freedom to choose a union occur behind closed doors,  
14 with 78 percent of employers forcing employees to attend mandatory anti-union meetings;  
15 and,

16 WHEREAS, when the right of workers to form a union is violated, wages fall, race and  
17 gender pay gaps widen, workplace discrimination increases and job safety standards  
18 disappear; and,

19 WHEREAS, a worker's fundamental right to choose a union free from coercion and  
20 intimidation is a public issue that requires public policy solutions, including legislative  
21 remedies; and,

22 WHEREAS, the Employee Free Choice Act has been introduced in the U.S. Congress  
23 in order to restore workers' freedom to join a union; and,  
24  
25

1           WHEREAS, The Employee Free Choice Act will safeguard workers' ability to make  
2 their own decisions with these abuses, provide for first contract mediation and arbitration, and  
3 establish meaningful penalties when employers violate workers' rights; and,

4           RESOLVED that the Board of Supervisors of the City and County of San Francisco  
5 supports the Employee Free Choice Act, which would authorize the National Labor Relations  
6 Board to certify a union as the bargaining representative when a majority of employees  
7 voluntarily sign authorizations designating that union to represent them; provide for first  
8 contract mediation and arbitration; and establish meaningful penalties for violations of a  
9 worker's freedom to choose a union; and, be it,

10          FURTHER RESOLVED that we urge Congress to pass the Employee Free Choice Act  
11 to protect and preserve for America's workers their freedom to choose for themselves whether  
12 or not to form a union.



# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails Resolution

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**File Number:** 070856

**Date Passed:**

Resolution in support of the Employee Free Choice Act which would authorize the National Labor Relations Board to certify a union as the bargaining representative when a majority of employees voluntarily sign authorizations designating that union to represent them; provide for first contract mediation and arbitration; and establish meaningful penalties for violations of a worker's freedom to choose a union.

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June 12, 2007 Board of Supervisors — ADOPTED

Ayes: 10 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Maxwell, McGoldrick,  
Mirkarimi, Peskin, Sandoval


Absent: 1 - Jew

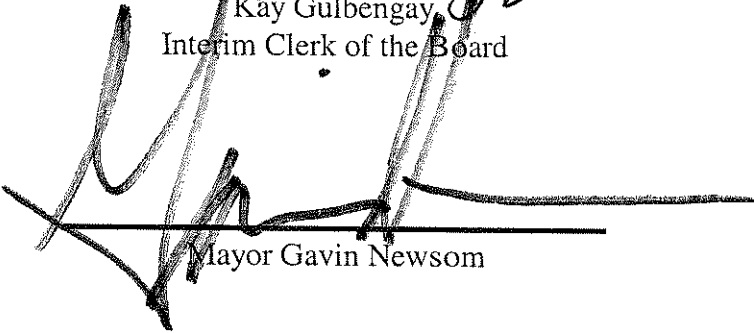
File No. 070856

I hereby certify that the foregoing Resolution was ADOPTED on June 12, 2007 by the Board of Supervisors of the City and County of San Francisco.

JUN 22 2007

Date Approved

  
\_\_\_\_\_  
Kay Gulbengay  
Interim Clerk of the Board

  
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Mayor Gavin Newsom