

1 [Employee Free Choice Act]

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3 **Resolution affirming support for House Resolution 1409, the Employee Free Choice**
4 **Act, and urging the United States Congress to pass the Employee Free Choice Act and**
5 **protect and preserve, for America’s workers, the freedom to choose for themselves**
6 **whether and how to form a union to bargain for a better life.**

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8 WHEREAS, Working families are struggling to make ends meet, while facing job loss,
9 stagnant wages, disappearing health care, and retirement benefit cuts that are so severe that
10 America’s middle class is threatened; and

11 WHEREAS, The free choice to join with others and bargain for better benefits and fair
12 wages is essential to restoring America’s economy; and

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14 WHEREAS, Union Workers are 52 percent more likely to have job-provided health
15 coverage and nearly three times more likely to have guaranteed defined-benefit pensions
16 than nonunion workers; and

17 WHEREAS, Unions help raise workers’ pay and narrow the income gap for minorities
18 and women, by increasing median weekly earnings by 32 percent for union women workers,
19 28 percent for African American workers, 43 percent for Latino workers and six percent for
20 Asian American workers; and

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22 WHEREAS, Companies often refuse to bargain fairly after workers form a union by
23 dragging out first-contract bargaining for up to two years in 44 percent of successful
24 campaigns; and

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1 WHEREAS, When the right of workers to form a union is violated, wages fall, race and
2 gender pay gaps widen, workplace discrimination increases, and job safety standards
3 disappear; and

4 WHEREAS, 78 percent of the public believes it is important to have strong laws
5 protecting the freedom of workers to make their own decision about having a union, and 53
6 percent of workers would join a union if they had the chance; and
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8 WHEREAS, A worker's fundamental right to choose a union free from coercion and
9 intimidation is a public issue that requires public policy solutions, including legislative
10 remedies; and

11 WHEREAS, Unions benefit communities by strengthening living standards, stabilizing
12 tax bases, promoting equal treatment, and enhancing civic participation; and
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14 WHEREAS, States in which more people are union members are states with higher
15 wages, better benefits, and better schools; and

16 WHEREAS, In 1935, the United States established, by law, that workers must be free
17 to form unions; and
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19 WHEREAS, The freedom to form or join a union is internationally recognized by the
20 1948 Universal Declaration of Human Rights as a fundamental human right; and
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22 WHEREAS, The Employee Free Choice Act received majority support in both house of
23 Congress in 2007, but was blocked by a minority of Senators; and

24 WHEREAS, Congressman George Miller reintroduced the Employee Free Choice Act
25 in March of 2009 as House Resolution 1409; and

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

4 WHEREAS, The Employee Free Choice Act would authorize the National Labor
5 Relations Board to certify a union as the bargaining representative when a majority of
6 employees voluntarily signs authorizations designating that union to represent them; provide
7 for first contract mediation and arbitration; and establish meaningful penalties for violations of
8 a worker's freedom to choose a union; now, therefore, be it
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10 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
11 supports House Resolution 1409, the Employee Free Choice Act, to protect and preserve, for
12 America's workers, the freedom to choose for themselves whether and how to form a union to
13 bargain for a better life; and, be it

14 FURTHER RESOLVED, That the Board of Supervisors of the City and County of San
15 Francisco urges the United States Congress to pass the Employee Free Choice Act.
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