

# EFCA Spells Freedom

Defeating the Employee Free Choice Act (EFCA) is a top priority for George Bush, Dick Cheney, the Department of Labor and nearly every corporate lobbying group from the Chamber of Commerce to the National Association of Manufacturers (NAM).

Why? Because EFCA would bring their union-busting free ride to an end. After hijacking the system intended to protect the right to a fair union election, corporations have had near total freedom to threaten, terminate and illegally discriminate against any employee who dared to exercise his or her legal right to form a union.

EFCA would grant union representation as soon as a majority of employees in a workplace signed cards indicating they want a union, unlike the present system which guarantees a lengthy period of time between the start of a campaign and an election.

No longer would anti-union employers have the time to mount campaigns of intimidation and harassment, often employing sophisticated union avoidance law firms that specialize in breaking the law while appearing to only bend it.

From organizing campaigns at Reynolds Tobacco in Winston-Salem, NC, to Mercedes-Benz in Tuscaloosa, AL, workers who wanted to join a union were subject to illegal surveillance, threats and sophisticated fear tactics that are more appropriate to military dictatorships than the land of the free and the home of the brave.

It is worth remembering that EFCA does not break significant new legal ground. It does not add substantially to organizing laws already on the books, nor does it limit corporations' legal rights. EFCA simply ensures American workers have access to something they have had for nearly a century – the right to form a union and bargain collectively.

Contact your elected representative today. Tell them if they want *your* support, they should be giving *their* support to the Employee Free Choice Act.

**Have you heard?**

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