

## Resolution for Employee Free Choice Act

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3 **WHEREAS** in 1935, the United States established, by law, that workers must be free to  
4 form unions;

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6 **WHEREAS** the freedom to form or join a union is internationally recognized by the  
7 1948 Universal Declaration of Human Rights as a fundamental human right;

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9 **WHEREAS** the free choice to join with others and bargain for better wages and benefits  
10 is essential to economic opportunity and good living standards;

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

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15 **WHEREAS** states in which more people are union members are states with higher  
16 wages, better benefits and better schools;

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

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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  
25 workers, 31 percent for African-American workers, 50 percent for Latino workers, 9  
26 percent for Asian American workers;

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

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32 **WHEREAS** 77 percent of the public believes it is important to have strong laws  
33 protecting the freedom for workers to make their own decision about having a union,  
34 and 58 percent of successful campaigns;

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36 **WHEREAS** employers often refuse to bargain fairly with workers after forming a union  
37 by dragging out first contract bargaining for up to two years in 45 percent of successful  
38 campaigns;

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

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

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49 **WHEREAS** a worker's fundamental right to choose a union free from coercion and  
50 intimidation is a public issue that requires public policy solutions, including legislative  
51 remedies;

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53 **WHEREAS** the Employee Free Choice Act has been introduced in the U.S. Congress in  
54 order to restore workers' freedom to join a union; and

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56 **WHEREAS** The Employee Free Choice Act will safeguard workers' ability to make their  
57 own decisions with these abuses, provide for first contract mediation and arbitration,  
58 and establish meaningful penalties when employers violate workers' rights.

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60 **THEREFORE BE IT RESOLVED** that the WSDCC supports the Employee Free Choice  
61 Act, which would authorize the National Labor Relations Board to certify a union as the  
62 bargaining representative when a majority of employees voluntarily sign authorizations  
63 designating that union to represent them; provide for first contract mediation and  
64 arbitration; and establish meaningful penalties for violations of a worker's freedom to  
65 choose a union;

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67 **THEREFORE BE IT FURTHER RESOLVED** that we urge Congress to pass the  
68 Employee Free Choice Act to protect and preserve for America's workers their freedom  
69 to choose for themselves whether or not to form a union; and

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71 **THEREFORE BE IT FINALLY RESOLVED** that the Washington State Democratic  
72 Central Committee forward this resolution to the Washington State Delegation to the  
73 US Congress.

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76 Submitted by the Spokane County Democrats to the Democratic Central Committee for  
77 consideration at its June 14 convention in Spokane. (Date Submitted 4/23/2008)

78  
79 Submitted by the Yakima County Democrats to the Democratic Central Committee for  
80 consideration at its June 14 convention in Spokane. (Date Submitted 5/6/2008)

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82 The Resolutions Committee "AMENDED THIS RESOLUTION AND RECOMMENDED  
83 A PASS" at its May 31, 2008 meeting in Ellensburg.

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85 The Washington State Democratic Convention "PASSED" this resolution at its June 14,  
86 2008 meeting in Spokane.