



## *Monroe County Legislature*

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July 9, 2007

To the Honorable  
Monroe County Legislature  
407 County Office Building  
39 West Main Street  
Rochester, NY 14614

**Re: Memorializing the United States Congress to Pass the Employee Free Choice Act.**

Honorable Legislators:

America has a long history of socioeconomic progress, including the hard fought battle by its workers at the dawn of the 20<sup>th</sup> century for better wages, better working conditions, and fairer treatment by employers. Since 1935, American workers have had the legal right to form and join unions, a right we must cherish and protect in order to maintain a prosperous and just economic system in our country.

Unionized workers on average earn 29% more than non-unionized workers, are 35% more likely to have access to health insurance, and are four times more likely to have access to a guaranteed defined-benefit pension. Unions help minorities improve their standard of living, increasing median weekly earnings 31% for unionized women, 31% for unionized African-American workers, 50% for unionized Latino workers, and 9% for unionized Asian-American workers. States in which more residents are union members are states with higher wages, better benefits, and better schools.

Despite these obvious benefits to society, 25% of private-sector employers have illegally fired union members during organizing campaigns, and 78% of employers mandate that all employees attend anti-union meetings.

These employer actions fly in the face of strong pro-union support amongst the public. Seventy-seven percent of the public believes it is important to have strong laws protecting the freedom for workers to make their own decisions about having a union, and 58% of workers would join a union if they had the chance. These numbers do not lie; unions are supported by the American people, and serve as a means and a method of improving the livelihoods of vast numbers of American workers.



The Employee Free Choice Act was introduced in the United States Congress in order to restore workers' freedom to join a union. It will not only safeguard workers' ability to make their own decisions in regard to unionizing but will provide for first contract mediation and arbitration, and establish meaningful penalties for violations of a worker's freedom to choose a union. The Employee Free Choice Act is a necessary tool for re-establishing workers' rights to form and join unions, rights that have unfairly come under attack in recent years.

Therefore, we respectfully memorialize our colleagues in the United States Congress to pass the Employee Free Choice Act in order to better protect the working-class Americans that make up the backbone of our economy, our society, and our country.

Respectfully submitted,



Harry B. Bronson  
Assistant Democratic Leader



Carla M. Palumbo  
Democratic Leader



Travis R. Heider  
Legislator – District 14



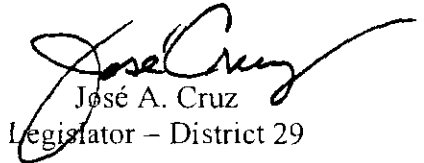
Ted O'Brien  
Legislator – District 17



Carrie M. Andrews  
Legislator – District 21



C. Stephen Eckel  
Legislator – District 26



José A. Cruz  
Legislator – District 29