

RESOLUTION IN SUPPORT OF THE EMPLOYEE FREE CHOICE ACT

RESOLVED, by the Board of Supervisors of the County of Sonoma, State of California, that

WHEREAS, the United States has long recognized that freedom of association includes employees' right to form a union; and

WHEREAS, workers across the nation are routinely denied the freedom to form unions and bargain for better working conditions, and that due to a fear of retaliation, many workers must literally risk their jobs in order to form a union; and

WHEREAS, even where a union is formed, employers who successfully opposed unionization of their workforce often refuse to bargain fairly with an exclusive bargaining representative certified by the National Labor Relations Board, and resort to tactics that undermine the first contract bargaining process; and

WHEREAS, the Employee Free Choice Act (EFCA) was introduced by Senator Edward Kennedy (D-Mass.) and Representatives George Miller (D-CA) and Peter King (R-N.Y) and is currently under consideration by the US Senate (S.1041); and

WHEREAS, if passed, the EFCA would amend the National Labor Relations Act to establish an efficient system to enable employees to form, join, or assist labor organizations and to provide for mandatory injunctions for unfair labor practices during organizing efforts; and

WHEREAS, if passed the EFCA would permit the National Labor Relations Board to certify an individual or labor organization as the exclusive bargaining representative upon proof that a majority of employees in a unit appropriate for bargaining has signed valid authorizations without the need for an election, thereby significantly easing the process of appointing an exclusive bargaining representative, and further providing speedy access to arbitration and penalties for unfair labor practices.

NOW, THEREFORE, BE IT RESOLVED, that the Sonoma County Board of supports the Employee Free Choice Act