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February 26, 2007

Congressman George Miller, Chairman
Committee on Education and Labor
US House of Representatives
2181 Rayburn House Office Building
WDC 20515

Dear Mr. Chairman:

I strongly support the Employee Free Choice Act (EFCA).

There is abundant evidence that free and democratic societies and broadly shared prosperity require strong and democratic organizations to represent employees at work and in the larger society. This is one reason all democratic countries, including the United States, have declared the right of workers to organize and bargain collectively to be fundamental human rights.

Unfortunately, despite our support of this declaration, U.S. labor law actually makes it very difficult for American workers to bargain collectively, even though polls show that 60 million of them wish to do so. Indeed, unlike most other advanced democracies, the United States requires workers to engage in unfair high-stakes contests with their employers to gain bargaining rights. Numerous studies, including those by the Commission on the Future of Worker-Management Relations (the Dunlop Commission) have documented the failure of American labor law to adequately protect workers' bargaining rights. The National Labor Relations Act's (NLRA) major weaknesses include:

- giving employers too much power to frustrate workers' organizing efforts, often through unlawful means;
- weak penalties for illegal actions by company representatives; and
- employers' refusal to bargain in good faith after workers vote to be represented by unions.

By strengthening the right of workers to select bargaining representatives without going through lengthy and unfair election processes, facilitating first contracts, and creating stronger and more equitable penalties, the EFCA would cause the NLRA to be more balanced.

The EFCA is important to all Americans, not just to workers. We are not likely to have either sound public policies or fair and effective work practices if millions of American workers' voices remain unheard. It is significant that stagnant and declining real wages for most workers, along with growing and unsustainable income inequalities, have coincided with declining union strength.

Good luck with this important legislation. Please let me know if I can help in any way.

Sincerely,

A handwritten signature in cursive script that reads "Ray Marshall".

Ray Marshall