



The following resolution was adopted by the Democratic National Committee at its meeting on November 30, 2007.

Submitted by:

John Sweeney, At-Large/District of Columbia	Pat Maroney, West Virginia
Steven K. Alari, California	Ramona Martinez, At-Large/Colorado
Jon Ausman, Florida	Robert Martinez, At-Large/Texas
Don Beavers, Arkansas	Edna O'Neill Mattson, Rhode Island
Belinda Biafore, West Virginia	Gerald McEntee, At-Large/Pennsylvania
Karla Bradley, Arkansas	Dennis Mehiel, New York
Scott Brennan, Chair, Iowa	Mona Mohib, At-Large/District of Columbia
Mark Brewer, DNC Vice Chair/Michigan	Patricia Moss, Ohio
William Burga, Ohio	Mary Jo Neville, At-Large/Maryland
Anna Burger, At-Large/Pennsylvania	Donald Norcross, New Jersey
Nick Casey, Chair, West Virginia	June O'Neill, Chair, New York
Linda Chavez-Thompson, DNC Vice Chair/Texas	Christine Pelosi, California
Larry Cohen, At-Large/District of Columbia	Renee Pfenning, North Dakota
Vivian Cook, New York	David Pollak, Vice Chair, New York
Ed Cote, Washington	Steve Powell, At-Large/Illinois
John Daniello, Chair, Delaware	Sandra A Query, Missouri
Nancy Drummond, Wyoming	Jason Rae, Wisconsin
Marty Dunleavy, Chair/Ethnic Coordinating Committee, Connecticut	Robert Rankin, California
Barbara Easterling, At-Large/Virginia	Richard Ray, Georgia
Herman Farrell, Jr., New York	Mirian Saez, At-Large/California
Tina Flournoy, At-Large/District of Columbia	Lottie Shackelford, DNC Vice Chair/Ar
Kalyn Free, At-Large/Oklahoma	Richard Shoemaker, At-Large/Michigan
John Gage, At-Large/Maryland	Cindy Spanyers, Alaska
Alice Germond, DNC Secretary/West Virginia	Rick Stafford, Minnesota
Emily Giske, New York	Marie Dolly Strazar, Hawaii
Mike Honda, DNC Vice Chair/California	Tim Sullivan, At-Large/Wisconsin
Ben Jeffers, At-Large/Louisiana	Susan Swecker, Virginia
Denise Johnson, At-Large/Maryland	Norma Torres, At-Large/California
Jim Leaman, Virginia	Keith Umemoto, California
Cordelia Lewis-Burks, Vice Chair, Indiana	Karen Valentine, Delaware
Mary Long, Georgia	Joe Wineke, State Chair, Wisconsin
Maria A. Luna, New York	Robert Zimmerman, New York

Resolution in Support of the Employee Free Choice Act

WHEREAS, the Employee Free Choice Act is the most important legislative proposal since passage of the Wagner Act to protect the fundamental human right of America's workers to form unions and bargain collectively; and

WHEREAS, America's working families are struggling to make ends meet, and the middle class in this country is eroding; and

WHEREAS, the most effective strategy for working men and women to get ahead economically is by uniting with co-workers to bargain with their employers for better wages and benefits; and

WHEREAS, collective bargaining is essential to democracy in the workplace and economic justice in the wider society; and

WHEREAS, many U.S. workers who want to organize into unions cannot; at a time when more than half of nonsupervisory employees – 60 million – say they would join a union if they had the opportunity, only 60,000 were able to form a union through the broken National Labor Relations Board (NLRB) process in 2005; and

WHEREAS, employers routinely use illegal tactics against workers, while also exploiting every legal loophole, to threaten, coerce or fire employees who seek to form unions to improve their lives; and

WHEREAS, the penalties for employer violations of workers' rights are so insignificant they do not deter even the most flagrant violations of workers' rights, and are considered by most employers a minor cost of doing business, and

WHEREAS, in 2005, more than 31,000 U.S. workers received back pay in cases alleging employer violations of workers' rights under the National Labor Relations Act, according to the annual report of the NLRB; and

WHEREAS, even when workers manage to overcome the multiple obstacles to organizing and vote to form a union, employers refuse to agree to collective bargaining contracts within a year in a third of all private-sector situations in which workers have voted to form a union; and

WHEREAS, under the current anti-worker, anti-union Administration, the NLRB has transformed itself into a center of resistance to workers' rights and collective bargaining, and has manifestly abandoned its responsibility to protect workers under the National Labor Relations Act; and

WHEREAS, the Employee Free Choice Act will enable workers to form unions upon a clear and accurate showing of majority support, without the necessity of going through the meat-grinder of the NLRB representation process; and

WHEREAS, the Act will also provide for first contract mediation and arbitration and establish meaningful penalties for violations of a worker's freedom to choose a union, thereby furthering the ability of workers to secure workplace representation and a collective bargaining agreement.

THEREFORE BE IT RESOLVED, that the Democratic National Committee (DNC) urges Congress to pass and the President to sign the Employee Free Choice Act, which would require employers to recognize and bargain with the union chosen by their employees when the NLRB determines that a majority of employees have signed valid authorizations expressing their desire to form the union; and

BE IT FURTHER RESOLVED, that the DNC applauds Bill Sponsors Senator Edward M. Kennedy and Representative George Miller and the House and Senate Democratic leadership for their extraordinary efforts leading to passage of the Employee Free Choice Act in the House, and gaining majority support in the Senate – an important prelude to final passage in 2008, or at the very latest final passage during the first 100 days of the 111th Congress; and

BE IT FURTHER RESOLVED, that if the Employee Free Choice Act is not passed by Congress in 2008, the DNC urges the new Democratic President and Democratic Leadership in Congress to make passage of the Employee Free Choice Act a top priority in 2009, and will assist in the fight to assure said passage; and

BE IT FURTHER RESOLVED, that the DNC supports the labor movement's national campaign to protect the freedom of America's workers to form unions and bargain collectively; and

BE IT FURTHER RESOLVED, that the DNC encourages Democratic candidates and officeholders at all levels of government to actively support in visible ways, local organizing and collective bargaining campaigns – while publicly challenging corporations that thwart workers’ freedom to form unions; and

BE IT FURTHER RESOLVED, that the DNC recommends that Democratic Committees at the state and local levels pass pro-Employee Free Choice Act resolutions, and advocate state laws and local ordinances supporting and recognizing the rights of working Americans to form unions and bargain collectively.