



**Jobs with Justice
Support for Employee Free Choice Act**





An Open Letter from Workers' Rights Board Members, Faith Leaders, and Community Leaders to the U.S. Congress to Support the Right of Workers to Organize

We, the undersigned members of Jobs with Justice Workers' Rights Boards, are deeply concerned about the pervasive violation of the rights of working people when they attempt to exercise their basic freedom to form unions and bargain collectively for a better life.

Over the past 30 years, workers' living standards have declined in well-documented ways – stagnant or low pay, longer hours spent at work, unaffordable or no health care benefits, and increasing insecurity. Increasing income inequality is the hallmark of our time.

U.S. labor law protects the legal right of workers to form unions, yet employers regularly and effectively block that right. Employer violations of workers' rights are routine and illegal firings of union supporters in labor organizing drives are at epidemic levels. In 2005 National Labor Relations Board (NLRB) annual report 31,358 people -- or one worker every 17 minutes -- received back pay because of illegal employer discrimination for activities legally protected by the National Labor Relations Act. But the perpetrating corporations pay no effective price.

This routine and flagrant violation of workers' rights has created a climate of fear and intimidation in the workplace. The results are that too many workers do not try to exercise their freedom for fear of losing their jobs. They quietly suffer hazardous working conditions, falling wages, and declining benefits.

The Employee Free Choice Act is the first step to fixing this badly broken system by strengthening penalties for companies that break the law by coercing or intimidating employees. It will also establish a third-party mediation process when employers and employees cannot agree on a first contract, and enable employees to form unions when a majority expresses their decision to join the union by signing authorization card. It makes real the principle of free choice - that the choice to form a union belongs to the workers.

As community, faith, academic, and elected leaders, we will continue to work to disseminate the message that the right of workers to freely organize their workplaces is required in a democracy, and families and communities are strengthened when workers can bargain for fair wages, adequate benefits, and safe working conditions.

We call upon the U.S. Senate to bring the Employee Free Choice Act to the floor of the Senate as soon as possible. We urge that the Senate vote to pass this historic legislation because this bill offers the best remedy to the egregious violations of workers' rights, and the best hope to restore a voice to workers in the workplace free from fear and harassment.

Signers as of April 20, 2009

Organizations listed for identification purposes only.

Robin Acree, GRO - Grass Roots Organizing, MO
Sam Adams, Mayor, City of Portland, OR
Amy Agigian, Center for Women's Health & Human Rights at Suffolk University, MA
Betty Agin, Springfield Health Disparities Project, MA
Imam Abdur-Rahim Ali, Northeast Denver Islamic Center Masjid Al Taqwah, CO
Antonio Amaya, La Comunidad, MA
Tyler Amundson, United Methodist, CO
Rev. Dr. Dale Andrews, Boston University School of Theology, MA
The Rev. Larry Angus, Presbytery of Denver, CO
Edward P. Antonio, Iliff School of Theology, CO
Dennis Apuan, State Representative House District 17, CO
Michael Arken, Association of Retired Americans, OR
Rabbi Benjamin Arnold, Congregation Beth, CO
Brian Ashe, State Representative, MA
Edward Asner, Actor, CA
Anne Awad, Health Systems Manager & Consultant, MA
Marya Axner, New England Jewish Labor Committee, MA
Omar Baddar, Arab American Anti Discrimination Committee of Mass, MA
Tiffany Baker, United Methodist, CO
Laura Barrett, Gamaliel Foundation, MO
Kevin Barry, Kaneb Center for Teaching and Learning, University of Notre Dame, IN
Rev. Grace Bartlett, First Congregation Church of Brewer UCC, ME
Aaron Bartley, Esq., People United for Sustainable Housing / SUNY Buffalo, NY
Rabbi Eliot J. Baskin D. Min., Congregation Har Shalom, CO
Rev. Kevin Bean, All Saints Church, MA
Jim Beauchesne, Bread & Roses Heritage Committee, MA
Gail Bederman, University of Notre Dame, IN
Larry Beer, City Council Aurora Ward III, CO
Pastor Norman Bendroth, United Church of Christ, MA
Debbie Benefield, State Representative House District 29, CO
John Bennett, Massachusetts Senior Action Council, MA
Lynn Bennett, Alliance to Develop Power, MA
Rev. Mike Bergman, Montclair UMC and Almedia Heights UMC, CO
Elaine Bernard, Labor & Worklife Program, Harvard Law School, MA
Joe T. Berry, School of Labor and Employment Relations, University of Illinois, IL
Michaelann Bewsee, Arise for Social Justice, MA
Bill Bigelow, Rethinking School Magazine, OR
Martha Biondi, PhD, Northwestern University, IL
Jack M. Bloom, Indiana University Northwest, IN
Rev. Mark Blue, Second Baptist Church Lackawanna, NY
Rev. Bonita Bock, Our Savior's Lutheran Church, CO
Rabbi Joshua Boettinger, Beth El Synagogue, VT
Rabbi Lewis Bogage, Temple Ohr Shalom, CO
Kitty J. Boitmott, Virginia Education Association, VA
Rev. Nadia Bolz-Webber, House for All Sinners and Saints, CO
Pastor Matthew Bolz-Weber, Holy Love Lutheran Church, CO
Rev. Alan Bone, First Parish Unitarian Universalist of Waltham, MA
Heather Booth, Organizer, DC
Rev. Alcena Boozer, St. Phillip the Deacon Episcopal Church, OR
Cyreena Boston, Community Leader, OR
Annie Bowen, HD 18 Chair Democratic Party, CO
Rev. Bob Bowers, Paulist Center, MA
Rev. Dr. Betty Bradford, Highlands UMC, CO
Joan Bray, Missouri Senate, MO
Johanna Brenner, Portland State University, OR
Margaret Breslau, Coalition for Justice, VA
Stephen Brewer, State Senator, MA
Judith Brink, Prison Action Network, NY
Reverend Annie Britton, Church Within a Church Movement, MA
Rev. Harold R. Bronk, Jr., Episcopal Diocese of Massachusetts, MA
Charlie Brooks, Swingshift College, Indiana University Northwest, IN
Linda Brown, Episcopalian, CO
Wayles Browne, Cornell University, NY

"Let's level the playing field. The Employee Free Choice Act is a step in the right direction." - **Mike Farrell, Actor**



"Without a right to organize we lose. We have to have some protection for workers... It is important that we all have a right to organize and negotiate with strength. It is imperative that this legislation is passed, particularly here in Virginia" - **King Salim Khalfani, Executive Director for the State Conference of the Virginia NAACP**



"Passage of the Employee Free Choice Act is essential to restore the ability of workers to choose to unionize without interference and intimidation. A strong labor movement helps to insure the riches of our economy are broadly shared." - **Msgr. Charles Leinert, Pastor, St. Andrew's Catholic Church**



The Rev. Dr. Patrick R. Bruns, Brentwood United Methodist Church, CO
 Stephen Buoniconti, State Senator, MA
 Andrea Burns, Andrea Burns Photography, MA
 Jennifer Burrell, University of Albany SUNY, NY
 Rev. Russell Butler, Arvada united Methodist Church, CO
 Fr. Don Buxman, Christ the King Catholic Church, OR
 Dan Byrne, University of Evansville, IN
 The Rev. Dr. Joyce Caggiano, St. Paul's Episcopal Church, MA
 Peter Caithamer, Indiana University Northwest, IN
 Gabriel Camacho, American Friends Service Committee, Project Voice, MA
 Heather Cameroon, Presbyterian, CO
 Rev. Dr. Phil Campbell, Iliff School of Theology, CO
 Gale Candaras, State Senator, MA
 Andrea Cano, Latino Network, OR
 Janine Carreiro, Brockton Interfaith, MA
 Rev. Jeff Carter, Ephesus Ministries, NY
 Joseph Cartino, Economic Justice Action Coalition, NY
 Edward Casso, State Representative House District 32, CO
 Mark Catanzarito, St. Joseph City Council, IN
 Valerie Chapman, St. Francis of Assisi Church, OR
 Frederick B. Chary, Indiana University Northwest, IN
 Rabbi Joshua Chasen, Ohavi Zedek Synagogue, VT
 Neelofer Chaundry, MICAHA of the Long Island Council of Churches, NY
 Eric Cheyfitz, Cornell University, NY
 Rev. Bert Chilson, St. Therese Parish, CO
 Rev. Francis J. Cloherty, Our Lady of Lourdes Parish, MA
 Elizabeth Rae Cody, United Methodist, CO
 Ronald Cohen, Indiana University Northwest, IN
 Roger Conant, Mount Toby Friends Meeting; American Friends Service Committee, MA
 Maria L. Cook, School of Industrial Relations, Cornell University, NY
 Roger Cook, Riverside Salem United Church of Christ, NY
 Roger A. Cook, Western NY Council on Occupational Safety & Health, NY
 David E. Cooper, United Church of Christ, CO
 Rev. June Cooper, City Mission Society, MA
 David Easter Coordinator, 33 Central Ave., NY
 Timothy Costello, Global Labor Strategies, MA
 Fr. Christopher W. Cox, CSC, St Adalbert-St Casimir, IN
 Rev. Kim Crawford-Harvie, Arlington Street Church, MA
 Fr. Richard Creason, Catholic Action Network, MO
 Cathy Creighton, Creighton, Pearce, Johnson, & Giroux, NY
 Rev. Irving Cummings, Old Cambridge Baptist Church, MA
 Sean Curran, State Representative, MA
 Rev. Chuck Currie, Parkrose Community United Church of Christ, OR
 Irwin W. Cutler, Jr., Priddy, Cutler, Miller & Meade PLLC, KY
 Reverend Sandy J. Damhof, University of Albany, NY
 Kenneth Dau-Schmidt, Mauer School of Law, Indiana University, IN
 Rev. Dr. Susan E. Davies, United Church of Christ, ME
 Charles Davis, Labor Studies, University of Indiana, IN
 Henry Davis, South Bend Common Council, IN
 Judy Davis, Fraiser Meadows Retirement Community, CO
 Susan Davis, Buffalo State College, NY
 Benjamin Day, Mass-CARE, MA
 Dr. Miguel A. De La Torre, Iliff School of Theology, CO
 Alicia Decker, Purdue University, IN
 Sheila Decker, Jewish Alliance for Law and Social Action, MA
 Michael E. Dembrow, Oregon House District 45, OR
 Rev. Patrick L. Demmer, Graham Memorial Community Church Of God In Christ, CO
 Rev. Michael D. Dent, Trinity United Methodist Church, CO
 Charles Derber, Boston University, MA
 Fausto DeRocha, Brazilian Immigrant Center, MA
 Judy Deutch, Unitarian Universalist, MA
 Ileen A. DeVault, ILR School, Cornell University, NY
 Lena Devy, Irish Immigration Center, MA
 The Most Rev. John Dooher, Marshfield United Methodist Church, MA
 Rev. Mark Allen Doty, Ph.D., Hammond Street Congregational Church, UCC, ME
 Patricia Downs-Berger, Mass-CARE, MA
 Father John Doyle, Roman Catholic Archdiocese of Boston, MA

"I'm a small business and I totally support the Employee Free Choice Act. I feel that everybody should have a chance to join a union and reap the benefits of having health insurance, benefits, work with dignity... A lot of companies put a lot of money into fighting unions and getting rid of the unions. Right now, the choice is the employer's as to how workers form their union. I think workers should have that choice. It is fair for them to have that choice." - **Diana Ortiz, Owner of Ortiz Accounting & Tax Services and Ortiz Enterprises in Pueblo, Colorado**



"When I'm done [with] school, I want to be able to get a good job that allows me to have a voice at work through a union. There are workers out there who want to join a union but can't because the NLRB election process is horribly stacked against them." - **Mario Moretto, student, University of Maine—Orono**



"Workers need to have the right to organize without fear of harassment or menace." - **Sam Adams, Mayor of Portland, OR**



Madhu Dubey, University of Illinois at Chicago, IL
Barbara Dudley, Oregon Working Families Party, OR
Jim Duffett, Campaign for Better Health, IL
Lynn Duggan, Labor Studies, Indiana University Bloomington, IN
Veronica Dujon, Portland State University, OR
Anne Dunlap, Comunidad Liberacion/Liberation Community, CO
Rev. George E. Dunn, St. Andrew United Methodist Church, CO
Rev. David Dyrenforth, Marshfield United Methodist Church, MA
David Easter, Upper Hudson Peace Association, NY
Alan Eccleston, Organizational Effectiveness Consultant, MA
Ana Edwards, Sacred Ground Historical Reclamation Project, Defenders for Freedom
Justice and Equality, VA

Dr. Pamela Eisenbaum, Iliff School of Theology, CO
Rev. Donna M. Elia, Troy Area United Ministries, NY
Rev. G. Steven Ellis, Swedenborgian Church, MA
Bonnie Engelhardt, LICSW, Innerfaith Counseling Service, Inc., MA
Rev. Joanne Elise Engquist, University Lutheran Church, MA
Timothy Eppinger, God's Tabernacle of Faith Church, OH
Megan Espenshade Vinande, United Methodist, CO
Rev. Eunsang-Lee, Warren United Methodist Church, CO
Matthew Evangelista, Cornell University, NY
Karen Evans, University of Indiana Northwest, IN
Rev. Pam Everhart, First UMC, CO
Rev. Todd Everhart, Rinn United Methodist Church, CO
Imam Abdullah Faaruuq, Society for Islamic Brotherhood, MA
Father Marc Fallon, Catholic Social Services, Fall River Diocese, MA
The Rev. Dr. Norman Faramelli, Boston University and Episcopal Divinity, MA
Father Tom Farley, Parish of the Resurrection, ME
Mike Farrell, Actor, CA
Deb Faustino, Coalition for Social Justice, MA
Barbara Fick, University of Notre Dame Law School, IN
Barbara J. Fick, University of Notre Dame, IN
Rabbi Brian Field, Judaism Your Way, CO
A. Belden Fields, University of Illinois, Urbana, IL
Lewis Finfer, Massachusetts Communities Action Network, MA
John Fitzgerald, Longmeadow School Committee, MA
Rt. Rev. Dr. Andrew Fitz-Gibbon, Lindisfarne Community, NY
Paul Fleischer, Virginia Education Association and Fitz Turner Commission for Human
Relations and Civil Rights, VA
Raymond Flesher, Precinct Committee Person HS 38 Pct 128, CO
Mike Florio, Western Massachusetts Coalition for Occupational Safety & Health, MA
Laura J. Folkwein M.Div/MSW, Sixth Avenue United Church of Christ, CO
Jennifer Forker, Unitarian Universalist, CO
Liana Foxvog, Sweatfree Communities, MA
Jerry Frangas, State Representative House District 4, CO
Peggy Freedmen, Retired Bookseller, MA
Harris Freeman, , MA
Chris Frost, Swanson, Thomas, & Coon, OR
Nancy Gabin, Purdue University, IN
Sara Gagliardi, State Representative HD 27, CO
Rev. Ralph Galen, Immigrant Church of Lawrence, MA
Charles P. Gallmeier, Indiana University Northwest, IN
Heloisa Maria Galvao, Brazilian Women's Group, MA
Harold Garrett-Goodyear, Mount Holyoke College, MA
Erik S. Gellman, Roosevelt University, IL
Erik S. Gellman, Roosevelt University, IL
Harry Gerhart, HD 21 Chair Democratic Party, CO
Rev. Linda Gertenbach, Rocky Mountain Conference of the United Methodist Church, CO
Missy Gilbarg, Coalition Against Poverty, MA
Glenn Gillane-Duggin, United Methodist, CO
Jill Ginsberg, Temple Beth Israel, OR
Benjamin Gohlstern Sr, Heritage Community Baptist Church, OH
Steve Goldberg, Labor Lawyer, OR
Marcy Goldstein-Gelb, MassCOSH, MA
Armando M. Gonzales, Gresham High School, OR
Martin M. Gonzalez, Latino Network, OR
Robert Goulding, Program of Liberal Studies, University of Notre Dame, IN



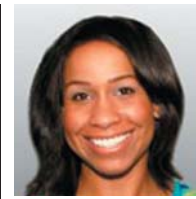
"Unionization helps close the pay gap for women, and helps provide family-supporting jobs with decent wages, family health care and basic labor standards like paid sick days for working women and men alike. The Employee Free Choice Act will help end the illegal intimidation and harassment of workers that stifles their ability to form unions and improve their and their families' lives." - **Linda Meric, 9 to 5 National Association of Working Women**

"I support passage of the Employee Free Choice Act because I have witnessed Vermont workers make good faith organizing efforts and watched as their employers use divisive tactics to take away their right to collective bargaining. The net result is the loss of a sense of community that unions help to bring about. I've seen employers intimidate and harass their employees in ways that are not worthy of our democracy. This legislation is a basic effort to achieve a measure of fairness which is lacking in our country today." - **Rabbi Joshua Chasen**



"As a longtime health care advocate, the only way we will ever change our broken health care system is if workers get some bargaining power back. The Employee Free Choice Act is an important step in stopping the erosion of workers' wages and benefits." - **Maribeth Healey, Former Director, Oregonians for Health Security**

Dan Graff, Higgins Labor Studies Program, University of Notre Dame, IN
 Rev. David Grainger, Maine Christian Association; Orono United Methodist Church, ME
 Karen Graubart, University of Notre Dame, IN
 Ellen Grave, Arise for Social Justice, MA
 Gwyn Green, State Representative House District 23, CO
 Percy Green, Percy Green & Assoc., MO
 Rev. Kerry Greenhill, Highlands and Montclair UMC, CO
 Rev. Tallessyn Grenfell-Lee, Cambridge Welcoming Ministries, MA
 Joan Grenier, Odyssey Bookshop, MA
 Dr. James T. Griffith, Department of Medical Laboratory Science at the University of Massachusetts, MA
 Rev. Robert E. Grimm, United Church of Christ, NY
 The Rev. Dr. Larry Grimm, Capitol Heights Presbyterian Church, CO
 Rev. Becky Gunn, Unitarian Universalist, ME
 Andrew Gustafson, Massachusetts Conference, United Church of Christ, MA
 Atty. Monica Halas, Greater Boston Legal Services, MA
 Gretchen Haley, Unitarian-Universalist, CO
 Kevin Hall, United Methodist, CO
 Rev. Earl K. Hanna, University Park UMC, CO
 Karen Hansen, Ohio Conference on Fair Trade, OH
 Emily Hardt, Women's Institute for Leadership Development, MA
 Betty A. Harris, HD 38 Democratic Chair, CO
 Martin Hart-Landsberg, Lewis & Clark College, OR
 Julie Hastings, ESL Teacher, OR
 Fr. Bret B. Hays, Saint John's Cathedral, CO
 Maribeth Healey, Health Care Advocate, OR
 Andy Heaslet, Peace & Economy Project, MO
 Alexander Heimann, Essex County Community Organization, MA
 Peter Henner, NY
 Eva Henry, Thornton City Council, Ward 2, CO
 Mia Henry, Chicago Freedom School, IL
 Rev. Elaine Hewes, Redeemer Lutheran, ME
 Rev. Malcolm Himschoot, United Church of Christ, CO
 Rabbi Ariyeh Hirschfeld, P'nail Or of Portland, OR
 Jerry Hochshtein, Jews United for Justice, MO
 Harold T. Hodes, Cornell University, NY
 Dr. Raymond Hogler, Business School Academic, Ph.D Colorado State University, CO
 Reverend Jeffrey L. Hooker, Immanuel United Methodist Church, MA
 Brian Hoop, Office of Neighborhood Involvement, OR
 Megan Hope, Worker Justice Center, MO
 Mark Hoyert, College of Arts and Sciences, Indiana University Northwest, IN
 Frances Hubbard, Springfield Adolescent Health, MA
 Jeannie Hufstедler, Unitarian-Universalist, CO
 Dickey Lee Hullinghorst, State Representative House District 10, CO
 Rev. Robert E. Hunter, University Park United Methodist Church, CO
 Teresa Huntsinger, Oregon Environmental Council, OR
 Dorothy Ige, Indiana University Northwest, IN
 Pastor Elaine Illews, Redeemer Lutheran, ME
 Kenneth Ingram, United Church of Christ, CO
 Tom Iocobucci, First Trade Union Bank, MA
 Rev. Sara Irwin, Christ Church Episcopal, MA
 Thandabantu Iverson, Labor Studies, Indiana University Northwest, IN
 Reverend Debra Jameson, Focus Churches of Albany, Inc., NY
 Lionel Jensen, East Asian Languages and Cultures, Indiana University Northwest, IN
 Paula Johnson, St. Joseph Valley Project, IN
 Rev. Jack Johnson, Massachusetts Council of Churches, MA
 Rev. Samuel Johnson, Community United Methodist Church, Brighton, MA
 Rev. Song Bok Jon, Belmont United Methodist Church, MA
 Alethia Jones, University of Albany, SUNY, NY
 Earl Jones, Indiana University Northwest, IN
 Father Brian Jordan, Holy Name Church, NY
 Ricardo Juarez, Mexicanos Sin Fronteras, VA
 Tom Juravich, UMass Amherst, MA
 Lin Kaatz Chary, Indiana University Northwest, IN
 Rev. Youngsook Kang, Metropolitan District of the Rocky Mountain Conference of the United Methodist Church., CO
 Rabbi Keith M. Karnofsky, Buffalo Psychiatric Institute, NY



"I support the Employee Free Choice Act because when workers can join unions to bargain for

better wages, benefits and working conditions it gives them, their families, and their communities a way to get ahead of the poverty mark, and to build a stronger American economy. EFCA is not just best for working people, it is best for all people." - Cyreena Boston, Community Leader

"As a small-business owner, I know that the Employee Free Choice Act is badly needed to improve our economy. The lifeblood of Colorado's economy is no different than any other state: It is with the small businesses that make up 91 percent of all U.S. companies. My business, Gates City Moving Company, is locally owned and operated. The vast majority of our revenue comes from local residents and business owners — not from large corporations. Without a strong local economy, my business cannot survive, let alone prosper." - Terri Monley, Gate City Moving

"It is said that Americans work more than anyone in the world. It only makes sense to have the ability



to negotiate for better working conditions and better pay. You work hard most of your life and we all need the Employee Free Choice Act to help level the playing field to give workers a better quality of life." - Joan Suarez, Interim Director, Missouri Progressive Vote

Meredith Katz, Global Justice Alliance, VA
Rev. Marla F. Kauerz, Englewood United Methodist Church, CO
Asher Kaufman, University of Notre Dame, IN
Father Robert Kennedy, St. Monica/ St. Augustine, MA
Jamie Kepros, United Church of Christ, CO
Fr. Loren Kerkof OEM, Franciscan Friars, OR
Barbara Kessel, Urbana-Champaign Friends Meeting, IL
King Salim Khalfani, Virginia State Conference NAACP, VA
Rev. Anastasia Kidd, First Congregational Church of Reading, United Church of Christ, MA
Irene Kimball, LCSW, MA
Janice King, HD 19 Chair Democratic Party, CO
Mary King, Portland State University, OR
Eugene DeWitt Kinlow, Washington East Foundation, DC
Sue Kirby, Mass Senior Action, MA
Rev. Daniel Klawitter, FRESC for Good Jobs and Strong Communities, CO
Margie Klein, Moishe House Boston: Kavod Jewish Social Justice House, MA
Rev. Dr. Theodore Klein, Church on the Hill (Swedenborgian), MA
Reverend Dr. John Klein, Church on the Hill (Swedenborgian), MA
Rev. Mark Knutson, Augustana Lutheran Church, OR
Adrienne N. Kochman, Indiana University Northwest, IN
Pater Kocot, State Representative, MA
Sister Anna Koop, Denver Catholic Worker, CO
Tina Kotek, Oregon State Representative (District 14), OR
Rev. Paul J. Kottke, University Park UMC, CO
Fr. Robert Krueger, St. Francis of Assisi Church, OR
Michael Kruk, St. Joseph City Council, IN
Steven Kulik, State Representative, MA
Rev. Mark Kutzmark, Unitarian Universalist Church of Reading, MA
Jeanne Labuda, State Representative House District 1, CO
Allan Ladage, Missouri IMPACT, MO
Rev. Martin Lally, Queen of Peace Catholic Church, CO
Erin Laurvick, United Methodist, CO
Rev. Bradley Laurvick, St. Luke's United Methodist Church, CO
Marsha Lazarus, NY
Rev. Greta Leach, North Platte First UMC, CO
Rev. Eunsang Lee, Warren United Methodist Church, CO
Rev. Yvonne Lee, Evanston United Methodist Church, CO
Palmer Legare, Alliance to Develop Power, MA
Rev. Thomas F. Lemos C.S.C., Holy Cross Novitiate, CO
Rev. Susan Leo, Bridgeport United Church of Christ, OR
Commissioner Randy Leonard, City of Portland, OR
Randy Leonard, Commissioner, City of Portland, OR
Rabbi Durah Lerner, Congregation Beth El, ME
Rev. Alex Levering-Kern, Cooperative Metropolitan Ministries, MA
Claire Levy, State Representative House District 13, CO
Jessica Levy, Legal Resource & Advocacy Center, MA
Ann Lewin, Registered Nurse, MA
Denise Lieberman, Advancement Project/Stetin Center for Law & Social Change, MO
Risa Lieberwitz, ILR School, Cornell University, NY
Msgr. Charles J. Lienert, St. Andrew Catholic Church, OR
Barbara S. Lifton, New York State Assembly 125th District, NY
Rev. Alex Lingston-Kern, Cooperative Metropolitan Ministries, MA
Rev. Heather Little-Andrade, 4th Presbyterian Church, MA
Rev. Kristina Lizardy-Hajbi, Colorado College, CO
Jill Long Thompson, Former US Representative, Indiana, IN
Hector E. Lopez, Ainsworth United Church of Christ, OR
Rev. Kate Lore, First Unitarian Church, OR
Robert Lovely, Indiana University Northwest, IN
Stephanie Luce, UMass Amherst, MA
Jason Lyndon, Community Church of Boston, MA
Anne Dunlap M.Div., Comunidad Liberación/Liberation Community, CO
Nicole MacLaughlin, University Writing Program, University of Notre Dame, IN
Rev. Thomas E. Maehl, First Luthern Church, MA
Gene Magruder, Virginia Association of Democratic Chairs; Tidewater Democratic Party, VA
Jeffrey H. Mahan, Professor of Ministry Media and Culture Iliff School of Theology, CO
Heather Mahoney, Kentuckians for the Commonwealth, KY
Sister Peg Maloney R.S.M., Religious Sisters of Mercy of the Americas, CO

"As a retiree, I have become very concerned about the widespread erosion of pension plans in this country. That is one of the very important reasons why it is imperative that worker's rights are enforced. The weakened strength of the united worker's voices on this issue will throw most retirees into poverty if this trend continues."
- **Verna Porter, President, Oregon Alliance for Retired Americans**

"As a teacher, I look forward to a time when students will leave high school or college to enter work situations that welcome organizing and collective action. The Employee Free Choice Act is one important step toward a revitalized labor movement -- one that all of us will benefit from, especially young people." - **Bill Bigelow, Curriculum Editor, Rethinking Schools**

"I am a Hispanic business owner who supports the Employee Free Choice Act. I believe this bill is a smart piece of legislation, which makes it easier for workers to have a voice at the workplace. I am not frightened in the least by the concept of sitting with employees and negotiating around wages and benefits. Employee buy-in for making my company more profitable is in my best interest and that of my employees." - **Larry Martinez, Energy Efficiency Products, Lakewood, CO**

Michael A. Mancini, St. Louis University School of Social Work, MO
 James Mang, St. Joseph University Church, NY
 Alice Manica, Registered Nurse, MA
 Rev. Rob Mark, First Presbyterian Church of Waltham, MA
 Arky Markham, Franklin/Hampshire Health Care Coalition, MA
 Rev. Linda C. Marshall, Trinity United Methodist Church, CO
 Bill Marx, Pax Christi of Western NY, NY
 Urszula Masny-Latos, National Lawyers Guild, MA
 J.P. Mason, Global Justice Alliance, VA
 Rev. Thomas Massaro, Boston College, MA
 Darya Mattes, Jews United for Justice, DC
 Robert May, Purdue University, IN
 Mindy Mazur, America Votes, MO
 Rev. Kathleen McAdams, Ecclesia Ministries, MA
 Rev. Bob McCall, Blue Hill Congregational Church, ME
 Jim McConnell, Interfaith Worker Justice, IN
 Shirley McCready, Massachusetts Senior Action Council, MA
 Rev. Jay McDivitt, Good Shepherd Lutheran Church, CO
 Rev. Art McDonald, First Universalist Church of Essex, MA, MA
 Buffie McFayden, State Representative House District 47, CO
 Susan McKee, Episcopalian, CO
 Roxan McKinnon, City Life/ Vida Urbana, MA
 Mark Meeks, Capitol Heights Presbyterian Church, CO
 Michael Meeropol, Western New England College, Retired, MA
 Dale Melcher, UMass Amherst Labor Extension Program, MA
 William Mell, Indiana University Kokomo, IN
 Linda Merric, 9 to 5 National Association of Working Women, CO
 Michael Merrifield, State Representative House District 18, CO
 Tito Mesa, Proyecto Hondureno, MA
 Jana Meyer, Foundry UMC and Interfaith Worker Justice, DC
 Karen Middleton, State Representative House District 42, CO
 Eva Millona, Refugee Advocacy Coalition, MA
 Tony Minor, Community of Faith Assembly, OH
 Gerard Mirbel, Miracle Revival Ministry A/G, OH
 Paul Mishler, Indiana University South Bend, IN
 Rev. Teresa Mithen, St. John's Episcopal Church, MO
 Dr. John Moeser, University of Richmond, VA
 Stephanie Monohan, Tidewater Labor Support Committee, VA
 Patricia Montes, Centro Presente, MA
 Suren Moodilar, Mass Global Action, MA
 Joe Morgan, HD 20 Chair Democratic Party, CO
 William R. Morris, Burns Memorial United Methodist Church, CO
 Rev. Calvin Morris, Ph.D., Community Renewal Society, IL
 Sr. Jane Morrissey, Sisters of Saint Joseph, MA
 Fr. J.A. Mosbrucker, , OR
 Rep. Jeanette Mott Oxford, MO House of Representatives, MO
 Roberta Mulcahy, Sisters of Saint Joseph, MA
 Rev. Frank J. Murray, Immaculate Heart of Mary Church, ME
 Rev. Joan B. Murray, Chaplains on the Way, MA
 Rev. Derrick Muwina, Boston University School of Theology, MA
 Dr. Ruth Myerowitz, SUNY Buffalo, NY
 Robert Naiman, Just Foreign Policy, IL
 Ruth Needleman, Indiana University Northwest, IN
 Karl Nelson, Indiana University Northwest, IN
 Virginia Nesmith, National Farm Worker Ministry, MO
 Peg Newell, First United Methodist Church of Aurora, CO
 Nancy Niero, United Church of Christ, CO
 Rev. Jonathon niketh, First Lutheran Church, MA
 Steve Novick, OR
 Cynthia O'Dell, Academic Affairs, Indiana University Northwest, IN
 Rev. Gerald Oleson, Sunny Corner Fellowship, ME
 Mike Olszanski, Swingshift College, Indiana University Northwest, IN
 Donald Oman, Casa Bruno, OR
 Steve O'Neil, Ex-Prisoners and Prisoners Organizing for Community Advancement (EPOCA), MA
 Tony Oppeward, Attorney at Law, KY
 Carolyn Oppenheim, Western Mass. Committee on Corporations & Democracy, MA




"It is important that workers have the right to organize and have representation in the workplace as it makes for a healthier workplace -- healthy in terms of morale, production and retention. Everyone already has the right to work in order to feed themselves. If this inherent right is taken away one is basically robbed of humanity. But, if workers choose to organize they must not be intimidated, threatened or harassed. Too many families are strained and broken because heads of households do not make a living wage, making workers afraid to speak out for fear of losing the meager earnings they do get. Workers are afraid to speak with one another for fear of being perceived as "hatching" plans against management. These intimidating practices and divisional tactics have been allowed for too long. The Employee Free Choice Act must be passed in favor of the working class. Workers want what everyone wants health care, job security, benefits and fair representation." - **Queen Zakia Rafiq Shabazz, United Parents Against Lead, Inc., Richmond, VA**

"The Employee Free Choice Act represents a long overdue step towards improving this country's system of labor relations. Strengthening the rights of workers to form unions is not only fair to working people, it is essential to the long run health of our economy." - **Marty Hart-Lansburg, Professor of Economics, Lewis and Clark College**

Jeff Ordower, ACORN, MO
 Daniel Ornstein, NY
 Jose Padin, Portland State University, OR
 Rich Padykula, Legal Resource & Advocacy Center, MA
 Jim Palermo, National Labor Relations Board, Retired, MA
 Virginia Parks, The Russell Sage Foundation, NY
 Esther Patt, Champaign-Urbana Tenant Union, IL
 Rev. Hank Peirce, Unitarian Universalist Church of Medford, MA
 Reverend Patricia Pena, St. Andrew's United Methodist Church, MA
 Barbara Penzner, Temple Hillel B'nai Torah, West Roxbury, MA, MA
 Rev. Craig Peterson, United Church of Christ, Aurora, CO
 Stephanie L. Phillips, Esq, SUNY Buffalo Law School, NY
 Rev. Tommie Pierson, Greater St. Mark Family Church, MO
 Rev. Lois Pinton, First Baptist Church, MA
 Alex Pirie, Immigrant Service Providers Group/Health, Somerville Community Corporation, MA
 Dr. Catherine Pittman, St. Mary's College, IN
 Yvonne Pitts, Purdue University, IN
 Joe Pollak, St Louis Newspaper Guild, MO
 Verna Porter, Oregon Alliance for Retired Americans, OR
 Sister Mary Priniski, Boston Labor Guild, MA
 Mike Prokosch, Dorchester People for Peace, MA
 Angelo Puppolo, Jr., State Representative, MA
 Irene Queiro-Tajalli, Indiana University-Purdue University Indianapolis, IN
 Martin Rafanan, Gateway Homeless Services, MO
 Mimi Ramos, Massachusetts ACORN, MA
 Bill Ramsey, Human Rights Action Service, MO
 Rev. Paul Ramsey, Mayflower Congregation Church UCC, CO
 Steve Randall, Franklin/Hampshire Health Care Coalition, MA
 Edith Rasell, Ph.D., United Church of Christ Justice & Witness Ministries, OH
 Brother Jack Raths Schmidt, Capuchin Franciscan Friars of New York/New England, MA
 Sarah M. Raven, Episcopalian, CO
 Rev. Dr. Vernon Rempel, First Mennonite Church of Denver, CO
 The Rev. Warren Rempel, Presbytery of Denver, CO
 Doug Renick, Haydenville Congregational Church, MA
 John Paul Richardson, United Church of Christ, CO
 Pamela J. Richart, Eco-Justice Collaborative, IL
 Dr. Charles P. Rock, Rollins College, FL
 Anita Rodgers, McKenzie River Gathering Foundation, OR
 Rev. Jessica Rooks, Lamar United Methodist Church, CO
 Nancy Rosas, United Church of Christ, CO
 Henry Rose, MD, MA
 Diane Rosenbaum, Oregon Legislature, OR
 Grace C. Ross, Massachusetts Alliance Against Predatory Lending, MA
 Prof. Robert Ross, Clark University, International Studies Stream, MA
 Rev. Dr. Patricia S. Ross, United Church of Christ, OR
 Rev. Eugene Ross, United Church of Christ, OR
 David Ruccio, University of Notre Dame, IN
 Sue Ryden, State Representative House District 36, CO
 Robert Saks, Cong. Bet Mishpachah, DC
 Rosemary Sandlin, State Representative, MA
 Rev. Joseph Santos-Lyons, Unitarian Universalist Association, OR
 Valerie Sayers, University of Notre Dame, IN
 Lisa Jo Schaeffer, Gerard Place, NY
 Adria Scharf, Richmond Peace Education Center, VA
 Julie Schubring, United Methodist, CO
 Rabbi Joel R. Schwartzman, Congregation B'nai Chaim, CO
 Pastor John T. Schwiebert, Metanoia Peace Community United Methodist Church, OR
 David M. Scott, Iliff School of Theology, CO
 Lamont Scott, Arise for Social Justice, MA
 Rev. Laurel Scott, Centralville Methodist Church, Lowell, MA
 Cherie Seise, United Students Against Sweatshops, VA
 Rev. Dr. Marilyn Sewell, First Unitarian Church, OR
 Paul Shannon, American Friends Service Committee, MA
 Jeremy J. Shaver M.Div., Interfaith Alliance of Colorado, CO
 Rep. Chip Shields, Oregon Legislative Assembly, OR
 Rev. Delores Shortridge, Our Merciful Savior Episcopal Church, CO

“At this time of economic recession, on the heels of grossly disparate earnings between management and labor, it is especially important that the rights of workers to organize be recognized in order to avoid the utter impoverishment of middle and lower class wage-earners.” - Rabbi Aryeh Hirschfield, P'nai Or of Portland




We are caught in an economic downward spiral that is affecting everyone. I know from personal experience, that when people cannot find jobs that support their family, they get desperate. We see this in our community and in our churches. As economic opportunity decreases, there is an increase in domestic and street violence. As a religious leader, it is my moral imperative to explore solutions to these problems. We need to give people the opportunity to lift themselves up. I believe that the best way for people to empower themselves is through a union. In the Catholic tradition, we consider the ability to freely organize a union a basic human right. Under the current law, bosses decide how their employees form their union. It is not their decision to make. With the employee free choice act, workers would get to choose for themselves how and if they form a union. I support this legislation because it truly would allow for the recreation of a healthy middle class. - Father Jack O'Malley, Pittsburgh, PA

Rev. Merle Showers, United Methodist Church, NY
 Rev. William G. Sinkford, Unitarian Universalist Association, MA
 Rev. Avery Sledge, Rinn United Methodist, CO
 Rev. Miriam H. Slejko, Trinity United Methodist Church, CO
 John Slosar, Saint Louis University, MO
 Horace Small, Union of Minority Neighborhoods, MA
 Jackie Smith, University of Notre Dame, IN
 Jeremy Smith, First Church of Winthrop, UMC, MA
 Linda Smith, New York State Assembly Legislative Aide, NY
 Rev. Linda A. Smith, Elm Street Congregational Church, ME
 Rev. M. Lynne Smouse Lopez, Ainsworth United Church of Christ, OR
 Judy Solano, State Representative House District 31, CO
 Jose Soler, U Mass Dartmouth Arnold Dublin Center, MA
 John Soper, State Representative House District 34, CO
 Romeo Sosa, VOZ Workers' Rights Education Project, OR
 Nancy Rae Sovereign, Indiana University - South Bend, IN
 Dr. John D. Spangler, Iliff School of Theology, CO
 Toba Spitzer, Reconstructionist Rabbinical Association (Congregation Dorshei Tzedek), MA
 Rev. Paul Sprecher, Second Parish in Hingham, MA, MA
 Dick Springer, OR
 Gary Sroka, High School Teacher, MA
 Rev. Burns Stanfield, Fourth Presbyterian Church, MA
 Brett Stanislaw, United Methodist, CO
 Bishop Elaine Stanovsky, Rocky Mountain Conference of the United Methodist Church, CO
 Vicky Steinitz, United for Justice with Peace, MA
 Russell Stewart, United Methodist, CO
 Ellen Story, State Representative, MA
 Amy Strader, United Methodist, CO
 Eric Strader, United Methodist, CO
 Dr. Denise L. Stringer, Emmaus Intervention Project, NY
 Barbara Strupp, Cornell University, NY
 Joan Suarez, Missouri Immigrant & Refugee Advocacy, MO
 Kathleen Sullivan, Community Leader, OR
 Benjamin Swan, State Representative, MA
 Rev. Gordon Swan, First Baptist Church of Newton, MA
 Ann Sweet, Steps to Success, OR
 Alice Swift, Franklin/Hampshire Health Care Coalition, MA
 Alicia Swords, Ithaca College, NY
 Joseph Tam, Community Leader, OR
 Aaron Tanaka, Boston Workers Alliance, MA
 Pastor Mike Tapper, Pathway Wesleyan Church, ME
 Harry Targ, Purdue University, IN
 Lucinda L. Tate, St. Andrew Church Faith & Labor, OR
 Joice Taylor, North-Northeast Business Alliance, OR
 Jonathan Tetherly, Hampden Correctional Center Chaplain, MA
 Rev. Filipe Texeira, Diocese St. Francis, MA
 Jennifer S. Tiffany, HIV Education Project, Cornell University, Family Life Development Center, NY
 Dr. Tink Tinker (wazhazhe Osage Nation), Four Winds American Indian Council & Clifford Baldrige Professor of American Indian Cultures and Re, CO
 Lois Tochtrop, State Senator Senate District 24, CO
 Rev. Julie Todd, United Methodist Clergy, CO
 Rev. Terri Todd, Parker United Methodist Church, CO
 Denise Travis, Indiana University Northwest, IN
 Magalisse Troncosa, Dominican Development Center, MA
 Morita Truman, United Methodist Church, CO
 Caitlin Trussell, Evangelical Lutheran Church in America, CO
 Jerry Tucker, Health Justice Education Fund, MO
 Randy Tucker, Environmental Advocate, OR
 Ann Turner, MD, Virginia Garcia Memorial Health Center, OR
 Alexis Twito, First Lutheran Church, MA
 Dr. Luis Valenzuela, Long Island Immigrant Alliance, NY
 Gail Erisman Valeta, Church of the Brethren Clergy person, CO
 Francis M. Vanek, Francis Vanek Associates, NY
 Carlos Vega, Nueva Esperanza, MA
 Gladys Vega, Chelsea Collaborative, MA
 Edward Vigil, State Representative House District 62, Southwest CO, CO



“For over three decades, union membership in the U.S. has declined. This is one important reason why our workers are not faring well. Wages are falling or stagnant, millions lack health insurance and pensions, injury rates are too high, and workers lack input in decision-making processes. Meanwhile, corporate profits skyrocketed, greed became a virtue, and corporate-driven ideology eroded regulatory safeguards. The rich got richer while the poor and middle class got what was left over. This skewed playing field -- which enabled the housing and credit bubbles -- is not the foundation for a sound economy. Now, more than ever, workers need unions and over 50 million workers say they would like to join one. But current law makes this nearly impossible. The right of workers to form or join a union was proclaimed in the 1948 United Nations Declaration of Human Rights. But, today, millions of workers in the U.S. do not enjoy this internationally-recognized human right. It is time for this to change. The Employee Free Choice Act would begin to level the playing field and protect workers’ rights to form a union, should they chose to do so.” -
Edith Rasell, Ph.D., United Church of Christ Justice & Witness Ministries

“It is an essential of human justice to promote and protect the rights of workers to organize unions. An opportunity to protect those rights is by supporting and voting for EFCA.” -
Rev. J.A. Mosbrucker, Catholic Priest

Rev. Rayfield Vines, Virginia State Conference NAACP, VA
 Lisa Vinikoor, Merrimack Valley Project, MA
 Roz Voellinger, Workers Institute for Safety & Health, MO
 Rev. Mike Voslar, United Church of Christ, MO
 Marquita Walker, Indiana University-Purdue University Indianapolis, IN
 Carla Wallace, Fairness Campaign, KY
 Rev. Michelle Walsh, United First Parish Church, MA
 Rev. George Walter-Sleyon, Weymouth United Methodist Church, MA
 Robert Warnock III, Teamsters Local 364, IN
 Don Washington, Community Leader, IL
 Rev. Emery Washington, Episcopal Church, MO
 Rabbi Arthur Waskow, The Shalom Center, PA
 Rev. Michael Wayne Walker, Messiah Baptist Church, MA
 Michael Wayne-Walker, Messiah Baptist Church, MA
 Winthrop Weatherbee III, Cornell University, NY
 Bishop Peter Weaver, New England Conference, United Methodist Church, MA
 Nancy Weed, Oregon Hunger Task Force, OR
 Nikki Weinstein, FOCUS St. Louis, MO
 Suzi Weissman, Saint Mary's College of California, CA
 James Welch, State Representative, MA
 Kevin S. Wells, Brookline Church of Christ, MA
 Dr. David Wheeler, First Baptist Church of Portland, OR
 Joshua Whistler, United Church of Christ, CO
 Rev. Ashlee Wiest-Laird, First Baptist Church, MA
 Pam Wiggins Gamble, ACORN Massachusetts, MA
 Phil Wilayto, The Richmond Defender Newspaper, VA
 Dr. Dana W. Wilbanks, Iliff School of Theology, CO
 Corinn Williams, Community Economic Development Center of Southeastern MA, MA
 Miryam Williamson, Medical Writer, MA
 Liz Wills-O'gilvie, Neighbor to Neighbor Massachusetts, MA
 Rev. Leland J. Witting, Union Street Brick Church, ME
 Pat Woepfel, Author, "Depraved Indifference", MA
 Rabbi Joseph Wolf, Havurah Shalom, OR
 Marty Wolfson, Higgins Labor Studies Program, University of Notre Dame, IN
 Rev. Roger Wolsey, Wesley Foundation at CU-Boulder, CO
 Robert E. Woolfolk MA, Agape Christian Church, CO
 Rev. Mark Worth, Unitarian Universalist, ME
 Helena H. Worthen, School of Labor and Employment Relations, U. of Illinois, IL
 David Yamada, Suffolk Law School, MA
 Elliott Young, Lewis & Clark College, OR
 Joseph Zaroni, University of Illinois at Chicago School of Public Health, IL
 Rev. Dr. Marti Zimmerman, Smoky Hill United Methodist Church, CO
 Anthony Zuba, Mass. Interfaith Committee for Worker Justice, MA

"In the time period before the workers vote on whether they want a union or not, the employer is in a very



powerful position. They can target workers who are supporting the union, and threaten all the workers. If a majority of workers want a union, they should be permitted to form one." **-Paul Volckhausen, Farmer, Happy Town Farm, Orland, ME**

"Leveling the playing field makes sure that everyone has a chance to achieve what this country was founded on: Life as a respected employee, the Liberty to work freely from harassments, and to choose your own pursuit of happiness. The Employee Free Choice Act is a step in the right direction to becoming a stronger nation of people." **-Percy Green, Percy Green & Associates, St. Louis, MO**

"From hearing from workers themselves, particularly those working entry level jobs, I believe the process by which workers can organize into unions is broken. Most labor organizers I have met are people genuinely concerned about the welfare and rights of low-income workers and who seek justice for folks who have little voice. When we work for peace and justice, the question is always, who is at the table? Workers want a living wage in a healthy environment free from intimidation. I humbly suggest that the Employee Free Choice Act would help insure that workers' voices are heard." **Rev. Linda Gertenbach, Co-Chair Church & Society Committee, Rocky Mountain Conference of the United Methodist Church**

Organizational Endorsements of the Employee Free Choice Act

9 to 5 National Association of Working Women Atlanta, GA
9 to 5 National Association of Working Women Bay Area, CA
9 to 5 National Association of Working Women Denver, CO
9 to 5 National Association of Working Women Los Angeles, CA
9 to 5 National Association of Working Women Milwaukee, WI
9 to 5 National Association of Working Women National, CO
ACORN Colorado, CO
ACORN DC, DC
ACORN Massachusetts, MA
ACORN New York, NY
ACORN Orlando, FL
Advance Technology Services, CO
African American Voter Project, CO
Ainsworth United Church of Christ, OR
Alliance for Democracy, OR
Alliance to Develop Power, MA
America Votes- Colorado, CO
American Civil Liberties Union Colorado, CO
American Friends Service Committee / CFIR, CO
American Friends Service Committee National, PA
American Friends Service Committee of DC, DC
American Friends Service Committee of NE Ohio, OH
American Friends Service Committee of New Hampshire, NH
American Friends Service Committee of Vermont, VT
American Friends Service Committee, Project Voice New
England, MA
American Friends Servie Committee of Boston, MA
American Rights at Work, DC
Americans for Democratic Action of NE Ohio, OH
Arab American Anti-Discrimination Committee, MA
Arise for Social Justice, MA
Arkansas Interfaith Committee for Worker Justice, AR
Asian Pacific Environmental Network, CA
Auraria Student Democrats, CO
AWARE, IL
Back to Democracy, NY
Bikes Not Bombs, MA
Black Alliance for Just Immigration, CA
Black Mesa Water Coalition, AZ
Black Workers for Justice, NC
Boston Workers' Alliance, MA
Brazilian Immigrant Center, MA
Bread & Roses Heritage Committee, MA
Brockton Interfaith Community, MA
Brothers Printing, OH
C&D Printing, CO
CAA AV Organizing Asian Communities, NY
California Reinvestment Coalition, CA
Cambridge United for Peace and Justice, MA
Campus Labor Action Project - Notre Dame, IN
Campus Progress, DC
Carver Terrace Family Community Fellowship, DC
Casa de Maryland, MD
Casa Latina, WA
Catholic Scholars for Social Justice, MA
Center for Ethics, Peace, & Social Justice Cortland NY, NY
Central NY Area Labor Federation, NY
Centro Presente, MA
Champaign-Urbana Citizens for Peace & Justice, IL
Champaign-Urbana Communist Party, IL
Channing-Murray Foundation, IL
Chelsea Collaborative, MA
Chicago Coalition for the Homeless, IL
Chicago Style Beef and Dogs, CO
Cinergy Electric, CO
Citizen Action of West Virginia, WV
Citizens' Environmental Coalition, NY
City Life / Vida Urbana, MA
Coalition Against Poverty, MA
Coalition for Social Justice of Boston, MA
CodePink Portland, OR
Coloradans for Immigrant Rights, CO
Colorado Anti-Violence Program, CO
Colorado Fiscal Policy Institute, CO
Colorado Immigrant Rights Coalition, CO
Colorado Progressive Coalition, CO
Colorado Progressive Coalition, CO
Colorado Springs Latino Initiative, CO
Colorado Young Democrats, CO
Community Economic Development Center of Southeastern
Mass., MA
Community Forum on Economic Development, IN
Comunidad Liberación / Liberation Community, CO
Cooperative Metropolitan Ministries of Boston, MA
Cornell Organization for Labor Action, NY
Cortland Workers' Rights Board, NY
Creative Memories Consulting, CO
Creighton, Pearce, Johnson, & Giroux, NY
Dave's Supermarkets, OH
Delaware Valley Veterans For America, PA
Democracy Unlimited of Humboldt Count, CA
Democratic Socialists of America, NY
Democratic Socialists of America, Boston, MA
DenUm: Denver Urban Ministries, CO
Denver Fair Food Committee, CO
Direct Action for Rights and Equality, RI
Domestic Workers United, NY
Dominican Development Center, MA
DonationDrives.com, CO
Dorchester People for Peace, MA
DRUM - Desis Rising Up & Moving, NY
Eagle County Democrats, CO
Economic Justice Action Group, First Unitarian Church of
Portland, OR
Economic Policy Institute, DC
El Centro Humanitario, CO
Empower DC, DC
Energy Efficiency Products, CO
Ephesus Ministries, NY
Episcopal Peace Fellowship, St. James Episcopal Church,
Knoxville, TN
Episcopal Peace Fellowship, St. John's Episcopal Cathedral,
Knoxville, TN
Essex Community Organization, MA
Expert Floor Covering Corp., CO
Fabulous Independent Radicals for Community Empowerment, NY
Farm Worker Association of Florida, FL
FIERCE, NY
First Unitarian Church Social Justice Council, OR
Firststep Peace Shop, VT
FIST - Raleigh, NC
Food AND Medicine, ME
Fountain Valley Democrats, CO
Gairy Leimer Inc., CO
Gamino Printing Co., CO
Gay and Lesbian Labor Activists Network, MA
Global Justice Alliance, VA
Good Old Lower East Side (GOLES), NY

Grassroots Global Justice Alliance, CA
Green America, DC
Grey Panthers of Metropolitan Washington, DC
GRO - Grass Roots Organizing, MO
Guilderland Neighbors For Peace, NY
Highland Strategic Advisors, CO
Highlander Research & Education Center, TN
Highroad Vermont, VT
Hispanas Organizadas de Lake y Ashtabula, OH
Hispanics United of Buffalo, NY
Holmes Printing, OH
Holy Name Church, NY
Homeless Alliance of Western NY, NY
Human Rights Action Service, MO
Hunger For Justice, CO
Illegal Knowledge TV, AZ
Illinois Disciples Foundation, IL
Illinois Tenants Union, IL
Indiana University-South Bend College Democrats, IN
International Labor Rights Forum, DC
International Socialist Organization of Portland, OR
Irish Immigration Center, MA
Ithaca Catholic Worker, NY
Jewish Alliance for Law and Social Action, MA
Jews United for Justice, DC
Jobs with Justice, DC
Judson Memorial Church, NY
Kondick & Advertising, OH
La Comunidad, MA
Labor Council for Latin American Advancement, CO
Labor Guild, Archdiocese of Boston, MA
Labor Relations & Research Center, MA
Labor/Community Strategy Center, CA
LaSalle Park Neighborhood Association, IN
Latino Civic Association of Tompkins County, NY
Legal Resource & Advocacy Center, MA
Long Island Progressive Coalition, NY
Loyola Campus Greens, IL
Maine Women's Lobby, ME
Make the Road by Walking, NY
Mass Global Action, MA
Mass Senior Action, MA
Massachusetts Immigrant Refugee Advocacy Coalition, MA
Massachusetts Interfaith Worker Justice, MA
Massachusetts Teachers Association, MA
Massachusetts Transgender Political Coalition, MA
MassCOSH, MA
MAY 1ST Coalition For Worker And Immigrant Rights, NY
May 1st Coalition for Workers & Immigrant Rights, NY
MEChA de UW-Madison, WI
Metanoia Peace Community Methodist Church, OR
Metro Organizations for People, CO
Metropolitan Washington Public Health Association, DC
Mi Familia Vota, CO
Miami Workers Center, FL
Michiana Social Forum, IN
Mile High Flooring, CO
Mines and Associates, CO
Mississippi Immigrant Rights Alliance, MS
Mississippi Worker Center for Human Rights, MS
Moishe House Boston: Kavod Jewish Social Justice House, MA
Mothers on the Move, NY
NAACP of Cleveland, OH
National Domestic Workers Alliance, NY
National Lawyers Guild, MA
National Network for Immigrant & Refugee Rights, CA
Natures Blend, CO
New England Jewish Labor Committee, MA
New Era Colorado, CO
New Orleans Workers' Center for Racial Justice, LA
New York State Labor-Religion Coalition, NY
North Country Coalition for Justice & Peace, VT
North Side Action for Justice, IL
NOW of Greater New Haven, CT
Ohio State Labor Party, OH
One in Christ Temple, NY
Opportunities, Alternatives, & Resources of Ithaca, NY
Orange Blossom Printing, OH
Oregon Alliance for Retired Americans, OR
Oregon Fair Trade Coalition, OR
Oregon Farm Worker Ministry, OR
Oregon Student Association, OR
Oregon Students of Color Coalition, OR
Oregon Tradeswomen, Inc., OR
Organizing People Activating Leaders (OPAL), OR
Ortiz Accounting and Tax Services, CO
Ortiz Enterprises, CO
Padres Unidos, CO
Partners in Healthy Communities, CT
Pax Christi of Western NY, NY
PC2020, CO
PCUN Pineros y Campesinos Unidos del Nordee, OR
Peace and Justice Center, VT
People Organized for Westside Renewal, CA
People Organized to Win Employment Rights, CA
People Organizing to Demand Environmental & Economic Rights, CA
People United for Sustainable Housing, NY
Portland Central America Solidarity Committee, OR
Portland Immigrant Rights Coalition, OR
Pratt Center for Community Development, NY
PRAX (US), CO
Progress Now, CO
Progressive Democrats of America, CO
Progressive Future, CO
Project Voice of AFSC, MA
Proyecto Hondureno, MA
PUSH Buffalo, NY
Radio Free Maine, ME
Restaurant Opportunities Centers United (ROC-United), NY
Richmond Peace Education Center, VA
Richmond Reproductive Freedom Project, VA
Right to the City New York, NY
Rights for All People, CO
Riverside Salem United Church of Christ, NY
Rocky Mountain Peace and Justice Center, CO
Rocky Mountain Shurch and Society Network, CO
ROC-NY, NY
Sacred Ground Historical Reclamation Project, VA
San Antonio Healthcare Now Coalition, TX
Scoreboard R & L Inc., CO
SEIU Healthcare 1199NW, WA
Shays2: Western Mass. Committee on Corporations & Democracy, MA
Sierra Club, CO
Sisters of St. Joseph Springfield, MA
Skyline Steel Inc, CO
Somerville Community Corporation, MA
South Austin Coalition, IL
SouthWest Organizing Project, NM
Square Stet.net, CO
Student Farmworker Alliance, FL
Student Labor Action Project, DC
Student Worker Association, CU Boulder, CO

Students for a Democratic Society University of Mary
Washington, VA
Students for Peace and Global Justice, UVM, VT
Students for Peace and Justice Denver, CO
Sugar Law Center for Economic and Social Justice, MI
Sweatfree NW, OR
Syzygic, LLC-Mobilizeus.com, CO
Tallahassee Network for Justice and Peace, FL
Telluride Stone Company, CO
Tenants and Workers United, VA
Tennessee Justice for Our Neighbors, TN
Tennyson Automotive Clinic, CO
The Active Hand Ministry, VA
The New York Immigration Coalition, NY
The People United, VA
Tidewater Labor Support Committee, VA
Tompkins County Religious Task Force for a Living Wage, NY
Trinity Outreach, OH
Union of Minority Neighborhoods, MA
Unitarian Univalist Congregation at Shelter Rock - Women's
Group, NY
United Church of Christ Justice & Witness Ministries, OH
United for a Fair Economy, MA
United for Peace & Justice Massachusetts, MA
United for Peace & Justice National, NY
United Parents Against Lead, VA
United States Student Association, DC
United Students Against Sweatshops, DC
Univeristy of Mary Washington Students for a Democratic
Society, VA
Univeristy of Mary Washington Young Democrats, VA
University of Buffalo Students Against Sweatshops, NY
University of Mary Washington Labor Rights Club, VA
Urban League of Greater Kansas City, MO
Urbana City Council, IL
US Human Rights Network, GA
Vermont Livable Wage Campaign, VT
Vermont Liveable Wage Campaign, VT
Veterans for Constitutional Respect, PA
Virginia Defender Newspaper, VA
Virginia Organizing Project, VA
Virginia People's Assembly, VA
VOZ Workers' Rights Education Project, OR
Weiland Violin Repair Shop, CO
Western New York Council on Occupational Safety & Health, NY
Western New York Peace Center, NY
Women For: Orange County, CA
Women's Institute for Leadership Development, MA
Women's International League for Peace and Freedom,
St. Louis, MO
Working families Win - Ohio, OH
Young Communist League, NY
Young Communist League Orlando, FL
Young Democratic Socialists, NY
Young Workers United, CA
Zumba Burlington, VT

A Sampling of the More Than 15 Op-Eds and Letters to the Editor Placed by JwJ Leaders & Activists in Newspapers

A crucial bill that helps protect workers' rights

Kansas City Star Apr 11, 2009

By Megan Hope

Long before the present economic crisis, Americans watched the shrinking of our nation's middle class and the expansion of low-paying jobs and uninsured people. The gap between rich and poor is now wider in the United States than in any other industrialized country. It's no coincidence that these changes occurred as union membership declined.

The Employee Free Choice Act is crucial legislation that protects American workers' freedom to choose a union and bargain without management intimidation.

A common misconception is that the act would do away with secret ballot union elections. Under current law, a union is recognized when a majority of workers demonstrates support — by signing authorization cards, signing a petition or holding a secret ballot election. If at least 30 percent of workers sign cards, they can request a secret ballot election. The proposed act does not change that.

What it does change is who gets to decide how a union is formed. Right now, if a majority of workers chooses to sign cards, employers alone have veto power over them.

Why might workers choose a card check over an election? Skeptics might say it's because unions, fearing an election loss, pressure employees to sign cards.

But that ignores the reality of today's union organizing process in which employers can direct workers to attend meetings scripted by union busters, threaten to close up shop and fire the organizing committee.

Union representatives are not allowed inside the workplace. Ask the Fox 4 photographers, reporters and anchors who voted to unionize in 1999. They were bombarded by anti-union messages, while pro-union talk was stifled.

Workers know that by the time the secret ballot election finally comes, some will be so confused that the process will hardly be democratic. This happened in February 2008 to Argosy Casino dealers in Riverside. Initially, 65 percent backed the union, but after management's consultants intervened, the union lost 2-to-1.

Under the proposed act, once a union is formed, both sides have 90 days to negotiate a contract. If no agreement is reached, it goes to arbitration. Labor arbitrators have been interpreting union contracts since World War II. Arbitration of contracts is common in the postal service and for other public-sector contracts.

Currently, employers often stall negotiations on a first contract until workers give up. If the new act were law, the nurses at Centerpoint Hospital in Independence, who organized a year ago, would already have a contract instead of facing possible union decertification.

Particularly in this economy, we, as workers, deserve genuine, democratic control over our economic security. That's what the Employee Free Choice Act is all about.

Megan Hope of Kansas City is community co-chair of Kansas City Jobs with Justice and president of the Kansas City Worker Justice Center.

EFCA would grant power to the people

The Colorado Statesmen Apr 10, 2009

Dear Editor,

While Wall Street only recently went into crisis mode, working families have been feeling the pain for years. Even though worker productivity has soared over the last 25 years, wages have gone stagnant. Working families had to turn to second jobs, credit cards and toxic loans just to stay afloat. Meanwhile, corporate executives squandered workers' increasing profitability on their jet-setter lifestyles.

There's no question that we need to bring a sense of balance back to our economy and at our places of work. The Employee Free Choice Act would restore workers' freedom to choose how they want to form a union and bargain collectively for better lives. Ads have falsely attacked this much-needed legislation on the basis of some red-herring notion that it would take away the right to a secret ballot.

So let's be clear. Workers can still opt for a secret ballot election if they so choose. This legislation gives workers another choice: to form a union when a simple majority of workers sign authorization cards.

The real debate comes down to whether you think corporate executives or workers should get to decide how workers form their union. Today, the boss decides for you. The Employee Free Choice Act puts that decision back in the hands of workers.

Majority signup isn't new. Over 500,000 workers have joined unions through the less-divisive majority sign-up process at companies like AT&T since 2003.

In the midst of today's economic uncertainty, we need to be doing everything we can to strengthen and grow the middle class. Working people know that the power to bargain collectively is the surest way to secure livable wages and quality health care. The Employee Free Choice Act is the key to making sure that working families earn their fair share for their hard work.

Polly Baca
Denver

Polly Baca is a member of the Colorado Jobs with Justice Workers' Rights Board

EFCA Would Restore A Strong Middle Class

Richmond Times-Dispatch - February 27, 2009

The recent letter by Harry Roberts, "Senator Should Heed Constituents' Views," incorrectly portrays the Employee Free Choice Act (EFCA) as eliminating workers' rights to a secret-ballot election. This is absolutely not true. The EFCA does not affect the option to hold a secret ballot election -- it simply makes it the workers' choice rather than the employer's decision.

There have been two options for choosing a union since 1935: majority sign-up or a National Labor Relations Board (NLRB) election process. Under the EFCA, the two options will still exist. The difference is that a majority of workers will decide between the two options instead of management making the decision for the employees. Shouldn't it be the workers' decision and not the employer's?

I applaud Sen. Jim Webb for his stance on the EFCA. Most Virginians are hurting right now. For too long we've let Wall Street and CEOs go unchecked. Now our economy is collapsing and working families like mine are losing their jobs, their homes, and their health care.

We need to act now to ensure that workers -- and not just CEOs -- can share in the prosperity they help create. The EFCA would give workers the choice of how they want to form a union to secure improved wages, benefits, and working conditions. This legislation would simply restore basic rights workers enjoyed for decades when our middle class was strong.

Jewel Royal. Richmond.

Stripped of hysterical rhetoric, EFCA worth a look
Bangor Daily News - January 29, 2009

Proposed changes to federal labor law don't often provoke media furor. The big exception is the Employee Free Choice Act, or EFCA, which would change the way unions are certified as bargaining agents by the National Labor Relations Board, or NLRB. What's the big deal?

Certification begins when workers sign authorization cards, indicating that they would like to be represented by a particular union. Under current law, if more than 50 percent of employees sign cards, the employer can decide that this "card check" — overseen and validated by the NLRB — constitutes a de facto election and recognize the union. Or the boss can refuse to recognize the card check and require a secret ballot vote. It's the employer's choice.

EFCA would shift this decision to the employees. If they want a secret ballot, they get one. If they don't, no secret ballot would occur, as long as a majority signs cards indicating a preference for union representation. There are, of course, safeguards. Allegations of illegal coercion, for example, would trigger a secret ballot.

It seems simple. Yet nearly all the media frenzy surrounding EFCA — those TV ads, the OpEds, the phony telephone polls — stems from this change.

EFCA opponents seem to believe that competent adults — people who regularly say no to drugs, telemarketers, and their own teenage children — find it so inherently intimidating to be asked to sign a union authorization card that they invariably do so without a whimper of protest. They say that the only fair vote is by secret ballot.

EFCA supporters point out that many votes usually considered fair are not secret: a show of hands in a public meeting, a voice or roll-call vote in a legislative assembly. Nor does a secret ballot necessarily guarantee a fair election.

Imagine that a referendum election was scheduled in your town. Imagine that the town council required you to attend meetings at which the preferability of a No vote was strongly argued. Imagine that "consultants" noted whose lawns sported Vote Yes signs. Imagine that private conversations on the election were routinely re-reported back to the council. Imagine that if the council thought you would vote Yes, you could be evicted and forced to move out of town. By the time the election occurred, the pool of probable Yes voters would be considerably reduced. The vote might be by secret ballot, but the process would hardly be fair.

This is very like the situation under current labor law. Employers who claim they can't afford to raise wages often hire high-priced consultants to help them defeat a union election. They schedule mandatory, closed-door, anti-union meetings — sometimes even one-on-one anti-union sessions with supervisors. They may threaten to close the workplace. If that doesn't work, they resort to firing union activists. Securing redress for these violations of labor law is a cumbersome and expensive process.

Many workers have come to believe that the NLRB is no longer the neutral guarantor of rights and due process it was set up to be, and has become biased in favor of employers. That's the impetus for EFCA.

This isn't a new problem. Before 1965, it wasn't illegal for black people to register to vote in Mississippi; it was just very, very hard. They were required to pass exams on arcane provisions of the state constitution. When a black person turned up at the service counter, the registrar's office was apt to close. There were delays and procedural hurdles. Blacks who tried to register were subject to intimidation, harassment, even violence. Apologists for the status quo claimed that change would bring fraud and abuse of power.

Instead, change brought the Voting Rights Act. This abolished requirements for literacy tests, constitutional exams and character references. It made registering to vote simpler and more direct. Instead of protest marches, tear gas, and snarling police dogs, we now have elections, most of them by secret ballot. It's not perfect, but it is progress.

EFCA is the equivalent change for working people. It would allow them to express their preference for or against union representation in a direct and simple way. If EFCA passes, no laws or regulations guaranteeing oversight of unions or requiring good faith in collective bargaining would be repealed. Union members would still vote for union officers or on contract ratification by secret ballot. Stripped of hysterical rhetoric, EFCA seems worth considering.

EFCA has passed the House. The Senate has yet to vote. When it does, I hope Maine's senators will give EFCA the fair consideration it deserves.

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Legislation would restore balance in the workplace

St. Louis Post-Dispatch - January 22, 2009

By Bob Soutier and Martin Rafanan

A core principle of democracy is to “let the voters decide.” Yet an initiative petition just filed in Missouri aims to stop workers from democratically deciding how they would join a union in their workplace. A business-backed group called SOS Ballot Missouri is making the sensational claim that a modest piece of proposed federal labor law reform called the Employee Free Choice Act would “do away with secret ballot elections for union representation.” In fact, that legislation restores democratic rights at a time when workers need a stronger voice in the workplace more than ever.

The Employee Free Choice Act does not end secret-ballot elections. In fact, the law would change nothing about how unions are formed. Under current law, a union is recognized when employees demonstrate support from a majority of the work force. That majority can be shown through signing authorization cards, signing a petition or by having a secret-ballot election.

Pending legislation would change only who gets to choose how to form the union. It would make that the choice of the workers, instead of the choice of their boss. Under the Employee Free Choice Act, even as few as 30 percent of the workers can request a secret-ballot election.

Why does putting the choice of how to form a union in the hands of the workers scare the funders of SOS Ballot Missouri? A 2005 survey by national polling firm Peter D. Hart Research Associates showed that 57 million workers would form a union tomorrow if given the chance.

It is very important that workers have a choice in how they form their union. Most citizens don't know that workplace elections work nothing like how we elect our mayor or state representatives or even the PTA president. The employer controls when and where the election happens. Employers are allowed to bombard employees with anti-union messages anywhere, any time in the workplace. Union representatives have no right to set foot in the workplace. We never would allow our politicians to continue to draw out their campaigns until they got to the point where they thought they would win, but that is exactly what we allow companies to do under the current National Labor Relations Board election system.

United States workplace elections are so unfair that in 2000 Human Rights Watch issued a report on the abuse of workers' freedom of association in the United States. Employers hold the livelihood of their workers' families in their hands. Shamefully, too many employers abuse that power. Research by Cornell University showed that during union elections, more than half of employers threaten to close the workplace if a union is formed. The National Labor Relations Board's own annual reports show that every 23 minutes a U.S. worker is illegally fired or discriminated against for supporting a union.

While giving workers more rights may scare some business interests, it shouldn't scare us. The whole community benefits when unions are stronger. It's not a coincidence that as union membership has declined, we've seen a shrinking middle class, more low-paying jobs and a huge increase in the number of people without health insurance. The gap between rich and poor has grown wider in the United States than in any other industrialized nation.

Higher levels of union membership help raise living standards for all workers. Strong unions set a pay standard that nonunion employers follow. States in which many workers are union members have lower poverty rates, better schools, more people with health insurance and less crime than states in which few people are union members. Social Security, Medicare, the Civil Rights Act, the Americans with Disabilities Act are landmarks of American policy won by unions united with workers.

SOS Ballot's disingenuous rhetoric about “secret ballots” cloaks this Missouri ballot initiative's very real attempt to further constrict the ways workers can regain some control of their economic future by forming a union. Right now, Congress is debating billions in federal dollars for job creation as our best shot to turn the economy around. Modest reforms like the Employee Free Choice Act would help ensure that new jobs bring a restored economic security for our families and our communities.

Bob Soutier is the President of the Greater St Louis Labor Council. The Rev. Dr. Martin Rafanan is the co-chair of the Workers' Rights Board of St Louis Jobs with Justice.

Let's unite to end hunger for working families

Newsday - Dec 18, 2008

BY RICHARD KOUBEK | Richard Koubek is community outreach coordinator for Long Island Jobs with Justice.

With the recession well under way, a lot of attention is being paid to struggling Long Islanders who seek help at food pantries - as well as the outreach centers and pantries that don't have enough resources to help them. This year, Newsday and other media had to issue SOS calls for people to donate holiday turkeys so that charities could feed the hungry.

The fact that we have any hungry people on Long Island - with one of the nation's highest median family incomes - is astounding. What's more astounding is that most of these hungry neighbors were with us before the recession and will be with us afterward, and most definitely will still be around after the holidays.

Many of the quarter-million Long Islanders seeking help each year at food pantries work, but they're still poor. In fact, one in five Long Island households earns less than \$40,000 a year, which is the true poverty level for our high-cost region. This is twice the federal government's definition of poverty. These are the folks each month who make tough choices: Do we pay the rent or feed the kids? Food is the first expense to go.

Of course, charities should continue feeding these desperate workers, but we should also get at the root causes of their desperation. One cause for sure is so simple it often misses us: They don't earn enough to pay their bills. And the solution is also obvious: They should work in a unionized job. Union members earn 30 percent more than nonunion workers, and they are 63 percent more likely to have employer-provided health care.

More than half of America's workers - 60 million - say they would join a union if they could. But too few will get that chance. Research conducted by Cornell University in conjunction with the U.S. Trade Deficit Review Commission shows that employers routinely rig the elections by which workers cast a "secret ballot" on whether they want to unionize. As St. John's University law professor David Gregory has written, "The election process ... is replete with unlawful firings of pro-union workers."

The Cornell study found that 25 percent of private-sector employers illegally fire workers for supporting a union. More than three-quarters use supervisors to pressure workers in one-on-one meetings not to join - or not to vote for - a union. Ninety-two percent of employers force workers to attend anti-union meetings or forbid pro-union meetings from being held on company grounds.

Over the past 45 years, the number of employers ordered to pay back wages to workers because they violated their right to organize has increased dramatically. Even so, enforcement of the existing labor laws has been very lax, because federal authorities have lacked the staff and political will to supervise labor elections around the country. And, the penalties are so low that many employers simply write them off as business expenses.

Unions helped create America's middle class. It's no coincidence that as union membership has declined, we've seen a shrinking middle class, more low-paying jobs and a huge increase in the number of people without health insurance. And yes, more and more non-unionized, low-wage workers have to get their holiday turkeys at a food pantry and presents for their children from charities.

One important way to address the root causes of hunger and poverty on Long Island is for Congress to adopt the Employee Free Choice Act. Under this law, a union would be certified as the bargaining representative when a majority of workers sign authorizations designating the union as its bargaining representative. It would bypass rigged elections and increase penalties against employers who intimidate workers when they try to form a union.

Next month, the new Congress will take up the Employee Free Choice Act. Then, when the holiday decorations are down and all the free turkeys are gone, desperate workers will still be earning too little to support their families. If they belonged to a union, things would be different.