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FRIDAY'S MAIL



TO: JOINT COUNCIL AND LOCAL UNION PRINCIPAL
OFFICERS AND POLITICAL COORDINATORS

FROM: JAMES P HOFFA
GENERAL PRESIDENT

DATE: JANUARY 31, 2007

RE: EFCA CAMPAIGN

Some 60 million U.S. workers would join a union if they could. Unfortunately, when workers try to form a union to have a voice on their job they are frequently intimidated, harassed or retaliated against by the employer.

I know that you are aware of this grim reality. You face these obstacles everyday as you try to organize more members into the Teamsters Union. The reality is that we must change our labor law to provide a level playing field for workers.

That is exactly what the Employee Free Choice Act (EFCA) would do. I am writing you today to ask that you join a union-wide effort to help promote and pass this important legislation.

The Employee Free Choice Act is supported by members of both parties in Congress. The Employee Free Choice Act would:

1. Establish stronger penalties for violation of employee rights when workers seek to form a union and during first-contract negotiations.
2. Provide mediation and arbitration for first-contract disputes.
3. Allow employees to form unions by signing cards authorizing union representation.

The Teamsters Union will be working very hard on Capitol Hill over the next few months to educate members of Congress on the need for this

important legislation. We can not do it alone though. I need you to do the following:

- Call your member of Congress and ask that they co-sponsor the Employee Free Choice Act.
- Schedule an appointment to meet with your member of Congress during the February Congressional recess scheduled for February 19-23rd. It is important that whenever possible you include a worker in the meeting who has run into problems while trying to join a union, perhaps a worker who was fired or otherwise harmed by an employer tactic. After the meeting please fill out and return the attached "District Meeting Report."
- Fill out and return the attached "Information Request" providing information that may be useful in lobbying on Capitol Hill.
- Use the attached talking points to discuss EFCA at your next membership meeting.
- Post the attached flyer in your Local Union and ask that every steward or worksite coordinator post or distribute the flyer in their workplace.
- Talk to your fellow labor unions and other community allies about the importance of this legislation.

We must all work together to pass EFCA. We have many obstacles to passing this legislation, including a threatened Senate filibuster and a Presidential veto. We have never let obstacles stop us before and we will not now.

Thank you in advance for helping us pass EFCA.

Employee Free Choice Act Talking Points

- America's working people are struggling to make ends meet.
- The middle class is shrinking, good jobs are vanishing, and health care coverage and retirement security are slipping out of reach.
- Today, CEOs get contracts that protect their wages and benefits but they deny their employees the same opportunity.
- Only 38 percent of the public say their families are getting ahead financially and less than a quarter believe the next generation will be better off.
- The 25-year decline in workers' wages in our country coincides with the 25-year drop in the size of America's unions.
- Research shows that nearly 60 percent of America's workers would form a union tomorrow if given the chance.
- If workers had the freedom to make their own choice about whether to have a union—without interference from management—millions more would be able to bargain for better wages, benefits and working conditions.
- The freedom to form unions benefits society as a whole.
 - Unions reduce inequality, increase wages and purchasing power, shrink the gender gap, increase healthcare and pension access, and lower poverty rates.
 - Workers who belong to unions earn 29 percent more than nonunion workers.
 - They are 62 percent more likely to have employer-provided health coverage and four times more likely to have pensions.
- Employers routinely block workers' efforts to form unions. As many as one-quarter illegally fire workers.
- The NLRB election process is undemocratic.

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- It is unlike any other kind of election because of the inherent coercive power that management holds over employees—the power to deprive workers of their livelihoods.
- The NLRB election process enables management to wage lengthy and bitter anti-union campaigns.
- Workers who support the union are routinely subjected to harassment, intimidation, firing and threats.
- This includes threats to close the plant/facility, if workers choose to organize.
- The NLRB election process is easily manipulated by employers to create delays of months and even years.
- During this time, employees become frustrated and lose confidence in the effectiveness of both the union and the NLRB.
- To get ahead economically, working people need the Employee Free Choice Act (EFCA).
- EFCA would give workers a fair chance to form unions by:
 - Allowing them to sign cards authorizing union representation
 - Providing mediation and arbitration for first-contract disputes
 - Establishing stronger penalties for violation of employee rights when workers seek to form a union and during first-contract negotiations
 - Allowing working Americans to choose for themselves whether to form a union is a key step toward rebuilding the middle class
- EFCA puts democracy back in the workplace. Majority sign-up would ensure the decision to form a union was made by majority choice.
- Workers can still vote under EFCA. At any time, if 30 percent of workers want an election they can have one.

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- The Teamsters Union is gearing up for a full EFCA mobilization campaign:
 - Information will be in upcoming magazines and newsletters, and on the website.
 - All locals and Joint Councils will continue to receive regular information and updates on EFCA.
 - We'll be lobbying in force on Capitol Hill.
- In the 109th Congress, EFCA received bipartisan support last year with 44 co-sponsors in the Senate and 215 in the House.
- We have even more supporters in the 110th Congress this year, with Democratic leaders pledging to work tirelessly to pass EFCA.
- Why we need EFCA:
 - 92 percent of private-sector employers, when faced with workers who want to form a union, force employees to attend closed-door meetings to hear anti-union propaganda.
 - 80 percent require supervisors to attend trainings on attacking unions
 - 78 percent require supervisors deliver anti-union messages to workers they oversee.
 - 75 percent hire outside consultants to run anti-union campaigns.
 - Half threaten to shut down partially or totally if employees join together in a union.
 - Even after workers successfully form a union, in a third of all cases employers never negotiate a contract.

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Employee Free Choice Act

The Employee Free Choice Act is bipartisan legislation that will be considered in the House and Senate in the coming weeks. This landmark legislation would restore workers' freedom to join together in unions to improve their lives by bargaining for better wages, benefits and working conditions.

Workers' Union Recognized With Majority Signing Cards

National Labor Relations Board (NLRB) would certify the union as the bargaining representative if a majority of workers in the unit sign cards authorizing the union as their bargaining representative.

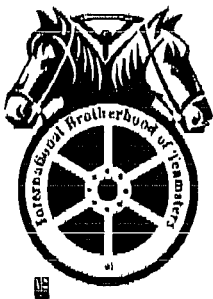
Federal Mediation And Arbitration For First Contracts

A common tactic of anti-worker employers is to stall and avoid negotiating a first contract. EFCA would provide that if workers and the employer are unable to reach an agreement in 90 days, either party could refer the dispute to the Federal Mediation and Conciliation Service (FMCS). If FMCS is unable to help reach an agreement after 30 days, the dispute would be referred to arbitration. The arbitrator's decision would be binding for two years.

Strong Penalties For Violations

EFCA would provide the following penalties against employers who violate the rights of workers:

- **Mandatory Applications For Injunctions:** The NLRB must seek a federal court injunction against an employer when there is reasonable cause to believe the employer has discharged or discriminated against employees, threatened to discharge or discriminate against employees or engaged in conduct that significantly interferes with employees' rights during an organizing or first contract drive. It also authorizes the courts to grant temporary restraining orders or other appropriate injunctive relief.
- **Back Pay:** The amount of back pay an employer is required to pay triples when an employee is discharged or discriminated against during an organizing campaign or first contract drive.
- **Civil Penalties:** Allows for civil fines of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights during an organizing campaign or first contract drive.



INFORMATION REQUEST

As part of our education and lobbying efforts around the Employee Free Choice Act we are attempting to compile a list of employer anti-organizing tactics and the names of people who have been affected by them. We are trying to identify articulate people who could highlight these issues to members of Congress.

Any information you can provide is very useful. Please copy this form and identify as many workers as possible.

NAME OF WORKER

LOCAL UNION

WORKERS' CELL PHONE NUMBER

EMAIL ADDRESS

CONTACT AT LOCAL UNION

CELL PHONE NUMBER

DETAIL WHAT EMPLOYER DID AND HOW IT AFFECTED THE WORKER:

NAME OF EMPLOYER: _____

ADDRESS OF EMPLOYER: _____

WAS ULP FILED - YES NO

IF YES, PLEASE DESCRIBE OUTCOME:

FAX THIS FORM TO (202)624-8973

DISTRICT MEETING REPORT

The information included in this report will be given to the Government Affairs Lobbyists to assist them in their efforts to pass the Employee Free Choice Act and move other Teamster issues on Capitol Hill. Please include as much information as possible.

NAME

LOCAL UNION

CELL PHONE NUMBER

EMAIL ADDRESS

MEMBER OF CONGRESS:

MEETING DATE

LIST OTHERS AT MEETING
INCLUDING TITLE:

LIST ALL ISSUES DISCUSSED:

DESCRIBE MEMBERS STANCE
ON OTHER ISSUES DISCUSSED:
(describe EFCA below)

ON A SCALE OF ONE TO FIVE PLEASE RANK THIS MEMBER OF CONGRESS' COMMITMENT TO SUPPORT LEGISLATION TO HELP PASS EFCA.

A RANK OF "1" MEANS THE MEMBER HAS GIVEN YOU AN ABSOLUTE COMMITMENT TO CO-SPONSOR AND VOTE FOR THE MILLER-KING EFCA BILL. A RANK OF "5" MEANS THE MEMBER HAS GIVEN YOU AN ABSOLUTE NO TO SUPPORTING THE TEAMSTERS POSITION.

CIRCLE THE NUMBER BELOW THAT REFLECTS THE LEVEL OF COMMITMENT YOU HAVE RECEIVED.

1
With Us

2

3
Undecided

4

5
Against Us

WHY DID YOU ASSIGN
THIS RANK?

FAX THIS FORM TO (202)624-8973