



Leo W. Gerard
International President

December 5, 2006

U.S. House of Representatives
Washington, D.C. 20515

Dear Representative:

The freedom to join a union and collectively bargain are rights guaranteed by U.S. law, however, labor laws as they currently exist are not strong enough to protect workers who do try to form a union. As a result, these rights are routinely violated by employers who harass, fire and intimidate their employees in an effort to deter unions at the workplace. Representatives George Miller and Peter King intend to re-introduce the Employee Free Choice Act (EFCA), legislation aimed at strengthening the laws that govern unionization, and repairing the process through which unions are formed. **On behalf of the 850,000 members of the United Steelworkers (USW), I urge you to sign-on to EFCA as an original co-sponsor.**

The Employee Free Choice Act would allow for three specific changes to U.S. Labor Law:

1) Certification on the basis of signed authorizations (also known as “card-check recognition”) - This provision requires the employer to acknowledge the union as the bargaining representative for its employees if the National Labor Relations Board (NLRB) finds that a majority of employees have signed authorizations to form a union.

2) First contract Mediation and Arbitration - This provision would allow for the Federal Mediation and Conciliation Service (FMCS) to mediate in the event that an employer and a union are unable to reach an agreement on a first contract within 90 days. In the event that the FMCS could not bring the parties to agreement after 30 days of mediation, the dispute would then be referred to arbitration and the results of the arbitration would be binding for two years.

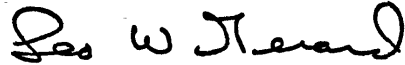
3) Stronger penalties for violations while employees are attempting to organize or obtain a first contract - Under current law, most employers found guilty of violations of the National Labor Relations Act (NLRA) are only required to post a notice in the workplace stating they will stop the illegal conduct. This provision would allow for stronger penalties to be placed on those employers who use coercion and/or manipulation in an attempt to prevent their employees from forming a union.

Passage of EFCA goes a long way in strengthening the economic security of America's middle-class and working poor. There is a direct correlation between unionization and higher wages, access to health care and retirement security. Over 42

million working men and women would join a union if they could do so without coercion and threats from their employer. It is time for Congress to repair this broken system, so that American workers can freely exercise their right to organize.

Again, I urge you to sign-on to EFCA as an original co-sponsor by contacting Tylease Fitzgerald with Representative George Miller at 202-226-1881, or Kerry Ann Watkins with Representative Peter King at 225-7896.

Sincerely,

A handwritten signature in black ink that reads "Leo W. Gerard". The signature is written in a cursive style with a large, prominent initial "L".

Leo W. Gerard
International President

LWG/rdb