



Facts Every Retiree Should Know ***The Employee Free Choice Act***

Today's retirees built a great America – we built the middle class, and we built a labor movement that ensured that all people willing to work could afford to support their families. We built a nation where good healthcare and real pensions were the rule instead of the exception, *but our America is under attack, and our grandchildren may never reap the benefits of everything we fought for.* We need to **stand up** for today's workers and tomorrow's retirees, for our children and our grandchildren and our nation. **We need to tell Congress to pass the Employee Free Choice Act so that the America we built will stay a reality, not a memory.**

Why do we need the Employee Free Choice Act (EFCA)?

- More than 60 million workers – half of the U.S. workforce – say they would join a union right now if they could: **It's time to pass EFCA and give them that opportunity.**
- When workers try to organize in the private sector, someone gets fired 25% of the time, and current labor laws do not protect them. **These workers need EFCA now.**
- The average CEO makes more before lunch Monday morning than an average worker makes in an entire year, yet 78 percent of private employers require supervisors to deliver anti-union messages to the workers whose jobs and pay they control. **These workers need EFCA now.**
- Only 38 percent of the public says their families are getting ahead financially, and less than one-quarter believes that the next generation will be better off. **These workers need unions now.**

Why should retirees care about the Employee Free Choice Act (EFCA)?

- Unions protect retired workers, too. When corporations try to cut retirees' pensions and healthcare benefits, active workers can strike to protect them. **Retired workers need EFCA, too.**
- Collective bargaining gives workers the opportunity to prioritize their pensions and retirement benefits. Without bargaining, these issues fall to the wayside, and retirees pay the price. **Retired workers need EFCA, too.**
- According to the Census Bureau, one in ten seniors live in poverty, subsisting on \$9,000 a year or less. Retirees need to stand together to fight this ugly reality:

Tomorrow's retirees won't have benefits if today's workers can't bargain.

