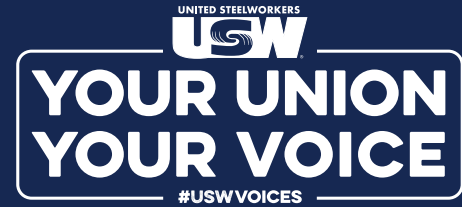


COLLECTIVE BARGAINING



When workers have the ability to form a union and bargain collectively, they can negotiate for better wages, better health care and retirement plans, and better working conditions. But for decades, employers have attacked labor unions, preventing workers from exercising their right to organize and exploiting and dismantling our nation's labor laws. In order to level the playing field and build worker power, the United States must ensure vital access to collective bargaining rights. Workers' Rights was one of the three top-rated issues of concern for USW members in the Your Union, Your Voice survey.

VICE PRESIDENT BIDEN'S RESPONSES

TO USW QUESTIONNAIRE ON COLLECTIVE BARGAINING:

VP Biden believes the federal government should not only be responsible for defending workers' rights to organize and bargain collectively, but that the federal government should also be encouraging it.

He would change the current pro-corporate direction of the National Labor Relations Board: "I will appoint members to the NLRB who will protect, rather than sabotage, worker organizing, collective bargaining, and workers' rights to engage in concerted activity whether or not they belong to a union."

He strongly **supports the Protecting the Right to Organize (PRO) Act** which prohibits employers from forcing employees to attend anti-union meetings, creates a process to reach a first union contract, and establishes penalties for companies that interfere with organizing and retaliate against workers.

VP Biden plans to go beyond the PRO Act by:

- Imposing greater penalties on companies and holding executives criminally liable for interfering with organizing
- **Allowing workers to sign a card to form a union** at their facility, and if a majority sign the union will be recognized
- **Banning state "right to work" laws**
- **Extending the right to organize and bargain collectively** to independent contractors, farm workers, and domestic workers
- Issuing a federal standard that ensures workers are correctly classified as employees and not as independent contractors
- Appointing members to the NLRB who will protect worker organizing, collective bargaining, and workers' rights

VP Biden has also committed to **opposing**:

- Legislation like the **Tribal Labor Sovereignty Act** which would exclude employees of tribally-owned commercial enterprises from organizing and bargaining rights under the National Labor Relations Act
- Legislation which automatically counts non-voting employees in union elections as "no" votes
- Legislation which would permit employers to create **unnecessary delays in union certification** elections or only allow employers to set the appropriateness of bargaining units
- Efforts to weaken the Fair Labor Standards Act of 1938, which protects workers' rights to overtime pay
- **Efforts to replace overtime** pay with "comp time" or other similar proposals

In addition, VP Biden has committed to providing a federal **guarantee for public sector employees to bargain**. He has committed to supporting the Public Service Freedom to Negotiate Act which would require states, territories, and political subdivisions to recognize and bargain with the elected representatives of their workers.

For additional survey results, visit www.uswvoices.org. To read the full questionnaire, visit www.uswvoices.org/joesanswers