

Law of the Workplace

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CLIENT ALERT

OBAMA SIGNALS TO LABOR THE EMPLOYEE FREE CHOICE ACT WILL SOON BECOME LAW

"We will pass the Employee Free Choice Act," President Barack Obama boldly predicted in a recent videotape address to top AFL-CIO labor leaders. President Obama made clear in his campaign for President that his top labor initiative is the Employee Free Choice Act ("EFCA"), and it seems as if he is ready to make a push for the overtly labor-friendly law.

The EFCA would drastically and unnecessarily revise existing labor law in a number of ways. First, the EFCA would allow unions to organize employees through soliciting the employees to sign authorization cards rather than through secret-ballot elections, therefore denying employers an opportunity to discuss the effects of unionization with employees. Second, and even more egregious, the EFCA provides for mandatory, binding first-contract arbitration where a third-party arbitrator sets the terms of the initial collective bargaining agreement for a two-year period.

According to AFL-CIO President John Sweeney, the EFCA will be introduced within the coming weeks in the Senate. Expect lobbying from both employer and union groups to rapidly intensify now that President Obama has announced his intention to act quickly on making the EFCA law. Employers are urged to be proactive and contact their local Congressional representatives to voice their opposition to the EFCA.

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This material is intended to provide you with information regarding a noteworthy legal development. It should not be regarded as a substitute for legal advice concerning specific situations in your operation. If you have any questions or would like additional information on this topic, please contact our Firm at (860) 727-8900 or www.siegeloconnor.com.

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