



# Connecticut AFL-CIO

## FACT SHEET #9

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### S.B. 21 AAC Card Checks

This bill would permit non-NLRA employees the ability to utilize card check in their organizing drives.

Democratic card-check procedures are the most effective way to determine the wishes of a majority of employees. Under card-check procedures, an employer must recognize a union if a majority of employees have signed a valid written form authorizing union representation. Any employee who does not sign an authorization form is presumed not to support union representation.

Union elections are unlike any other kind of elections because of the inherent coercive power that management holds over employees—the power to deprive employees of their livelihood and to control their pay, hours and working conditions.

Democratic alternative procedures are necessary because of the

lack of N.L.R.B. protections for groups like G.E.S.O., Graduate Employees and Students Organization at Yale University. G.E.S.O. is a leader in the national movement to unionize graduate students. G.E.S.O. works to continue to improve working conditions and benefits for graduate students at Yale as we fight for recognition from the University

S.B. 21 would extend N.L.R.A.-like protections by state law to groups not otherwise permitted these valuable safeguards. The State of Connecticut should recognize the injustice of these situations and correct these wrongs.

#### Special points of interest:

- This bill would permit non-NLRA employees the ability to utilize card check in their organizing drives.
- Democratic alternative procedures are necessary because of the lack of NLRB protections for groups like G.E.S.O., Graduate Employees and Students Organization at Yale University.
- S.B. 21 would extend N.L.R.A.-like protections to groups not otherwise permitted these valuable safeguards.