

**HJM 4008-S - DIGEST**

(DIGEST OF PROPOSED 1ST SUBSTITUTE)

Supports the Employee Free Choice Act which would: (1) Authorize the National Labor Relations Board to certify a union as the bargaining representative when a majority of employees voluntarily sign authorizations designating that union to represent them;

(2) Provide for first contract mediation and arbitration;  
and

(3) Establish meaningful penalties for violations of a worker's freedom to choose a union.