

Employer Interference by the Numbers

Employers that illegally fire at least one worker for union activity during organizing campaigns:	25%
Employers that hire consultants or union-busters to help them fight union organizing drives:	75%
Employers that force employees to attend one-on-one meetings with their own supervisors against the union:	78%
Employers that force employees to attend mandatory, closed-door meetings against the union:	92%
Employers that threaten to call the U.S. Bureau of Citizenship and Immigration Services during organizing drives that include undocumented employees:	52%
Companies that threaten to close their facilities if the union wins the election:	51%
Companies that actually close their facilities after a successful union election:	1%
Workers in 2003 who received back pay because of illegal employer discrimination for activities legally protected under the National Labor Relations Act:	23,144
Percentage of unions newly formed by workers whose employers do not agree to a first contract:	45%
Proportion of public that says laws protecting the freedom to join unions are important:	73%
Proportion of public that knows what happens in America's workplaces when workers try to form unions:	33%
If employers allowed a fair process for choosing a voice, millions more workers would have a voice on the job today.	
Nonunion workers who say they want to join a union:	57 million
Percentage of U.S. workers that belongs to unions:	12.5%
Percentage of U.S. workers that would be in unions if workers could choose freely:	59%

Sources: Kate Bronfenbrenner, *Uneasy Terrain: The Impact of Capital Mobility on Workers, Wages and Union Organizing*, Cornell University, Sept. 6, 2000; Human Rights Watch, *Unfair Advantage: Workers' Freedom of Association in the United States Under International Human Rights Standards*, 2000; Membership survey for the AFL-CIO, Peter D. Hart Research Associates, 2005; National Labor Relations Board annual reports; Federation Mediation & Conciliation Services annual report, 2004.