



1. Companies that illegally fire at least one worker for union activity during organizing campaigns:	25%
2. Chance that an active union supporter will be illegally fired for union activity during an organizing campaign:	1 in 5
3. Companies that hire consultants or union-busters to help them fight union organizing drives:	75%
4. Companies that force employees to attend one-on-one meetings against the union with their own supervisors:	78%
5. Companies that force employees to attend mandatory closed-door meetings against the union:	92%
6. Companies that threaten to call U.S. Citizenship and Immigration Services during organizing drives that include undocumented employees:	52%
7. Companies that threaten to close the plant if the union wins the election:	51%
8. Companies that actually close their plants after a successful union election:	1%
9. Workers in FY 2007 who received back pay in cases alleging company violations of workers' rights under the National Labor Relations Act:	29,559
10. Percentage of cases in which companies do not agree to a contract after workers form a union under the NLRB process:	44%
11. Portion of public that supports workers' freedom to bargain for better wages and benefits:	78%
12. Portion of public that knows companies routinely resist unionization efforts by their employees:	47%
13. Number and percentage of U.S. workers that belong to unions:	16.1 million or 12.4%

SOURCES: 1 and 3-8: Kate Bronfenbrenner, "Uneasy Terrain: The Impact of Capital Mobility on Workers, Wages and Union Organizing," September 6, 2000. A study of Chicago-area NLRB representation elections by University of Illinois-Chicago professors Chirag Mehta and Nik Theodore reported similar findings. Mehta and Theodore found that workers were fired illegally during 30 percent of organizing campaigns, employers force workers to attend one-on-one, anti-union meetings with supervisors during 91 percent of NLRB representation election campaigns, and employers hire consultants or union-busters to help them fight 82 percent of union organizing drives. See Mehta and Theodore, "Undermining the Right to Organize: Employer Behavior During Union Representation Campaigns," report for American Rights at Work, December 2005.

2. John Schmitt and Ben Zipperer, "Dropping the Ax: Illegal Firings During Union Election Campaigns," Center for Economic and Policy Research, January 2007, http://www.cepr.net/index.php?option=com_content&task=view&id=775&Itemid=8.

9. National Labor Relations Board annual report, fiscal year 2007, Table 4.

10. John-Paul Ferguson, "The Eyes of the Needles: A Sequential Model of Union Organizing Drives, 1999-2004," *Industrial and Labor Relations Review*, October 2008.

11-12: Peter D. Hart Research Associates, survey for the AFL-CIO, December 2008.

13. U.S. Department of Labor, Bureau of Labor Statistics.