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**Gould calls for labor reform, outlines needed amendments to the Employee Free Choice Act in *University of San Francisco Law Review* article**

In an article published this month in *University of San Francisco Law Review*, former head of the National Labor Relations Board William B. Gould IV writes that the current economic circumstances have created the perfect storm for enacting labor law reform, but argues that the Employee Free Choice Act (EFCA) is not the best solution.

“For more than four decades, Congress has confronted, struggled with, debated, and sometimes passed legislation providing for labor law reform,” Gould writes in the *University of San Francisco Law Review* article, which is being distributed to members of Congress. “The Employee Free Choice Act is a step forward inasmuch as it is predicated upon an analysis of the status quo, which is fundamentally sound. But it needs to be amended and expanded with much of its focus altered. It is important not to substitute one imperfect system for another. The case for action is strong. Now that the opportunity exists for labor law reform, as it has not since the Carter administration, it is important to get it right this time around.”

While Gould believes the EFCA is superior to the existing system, he contends the card-check provision is the wrong approach. Instead, Gould suggests expedited NLRB elections that take place within 5-10 days of filing a union petition, strict timetables for the issuance of all NLRB decisions, access to company property by non-employee union organizers, and increased encouragement of collective bargaining prior to mandatory arbitration.

Gould is the Charles A. Beardsley Professor of Law, Emeritus at Stanford Law School. He was appointed by President Clinton as chairman of the National Labor Relations Board from 1994-98 and has been a member of the National Academy of Arbitrators since 1970. He currently serves as the Independent Monitor for FirstGroup America, addressing freedom of association complaints.

Gould’s article titled “The Employee Free Choice Act of 2009, Labor Law Reform, and What Can Be Done About the Broken System of Labor-Management Relations Law in the United States” appears in Volume 43, Issue 2 of the *University of San Francisco Law Review*. The *University of San Francisco Law Review* is a journal of legal scholarship edited by students of the University of San Francisco School of Law. It is published four times a year and features articles by law professors, practitioners, and select students. The

publication of Gould's article reflects the *University of San Francisco Law Review's* mission to move forward the discourse over the development and evolution of the law.

For more information or to receive a copy of the article, please contact Angie Davis at (415) 422-2630 or email [davisa@usfca.edu](mailto:davisa@usfca.edu).