



**THREE WAYS A SUPREME COURT APPOINTEE  
COULD RESTRICT WORKERS' RIGHTS:**

■ **Discrimination and harassment on the job:** A Scalia-Thomas Court would make it much harder for victims of discrimination or harassment based on race, sex, age, disability, or other factors to win justice in the courts. Just two more justices like Scalia and Thomas would prevent state employees from getting effective relief for violations of the Family Medical and Leave Act, and would stop the EEOC from suing on behalf of employees under the Americans with Disabilities Act where employees are required to sign arbitration agreements.

■ **Right to organize on the job:** A Scalia-Thomas majority would seriously weaken the right of employees to bargain collectively and be treated fairly. Such a majority would make it easier for employers to refuse to bargain with elected union representatives and to suspend or fire workers who try to organize other employees. Additionally, Just one more justice like Scalia and Thomas would allow government employees to be fired for belonging to the wrong political party.

■ **Pension and retirement benefits:** Just two more votes with Scalia and Thomas in a 2003 case would have penalized retired coal workers for a federal agency's tardiness, jeopardizing the retirement benefits of as many as 10,000 coal industry retirees.

# SAVE WORKERS' RIGHTS

**Workers' rights and legal protections are at great risk. You can help protect workers' rights and health by helping to save the Supreme Court.**

The nine-member Supreme Court interprets the Constitution and laws – and plays a powerful role in determining workers' rights and legal protections. Right now, the Supreme Court is closely divided on important questions, so the people appointed to fill vacancies expected on the Court over the next few years will have a huge effect on workers' rights for decades to come. A narrow Court majority, including Justices Antonin Scalia and Clarence Thomas, has already harmed workers' rights in a number of ways. But the situation would be even worse if more justices like Scalia and Thomas – who President Bush has called his models for court appointments – were added to the Court.

## WHAT YOU CAN DO

Despite the compromise over the filibuster, there remains an effort by allies of the White House to change Senate rules and make it harder to prevent anyone nominated by the president from getting on the Supreme Court for life. If you don't want workers' rights to be destroyed by a far-right dominated Supreme Court, now is the time to take action.



For more information see: **savethecourt.org**  
or to get involved call: **1-800-326-7329**