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# SENATE CONCURRENT RESOLUTION

URGING THE UNITED STATES SENATE AND PRESIDENT JOSEPH R. BIDEN TO  
ENACT THE PROTECTING THE RIGHT TO ORGANIZE ACT.

1           WHEREAS, from 1980 to 2014, wages for the bottom half of  
2 income earners in the United States grew by one percent, while  
3 wages for the top one percent of income earners grew by two-  
4 hundred five percent as a result of policy and court decisions  
5 that have stripped workers of the power to stand together and  
6 bargain for fairer wages, meaningful benefits, and proper  
7 working conditions; and

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9           WHEREAS, the erosion of the standard-of-living of the  
10 working class in the United States has contributed to a divided  
11 society and pushed some individuals to embrace racism and  
12 xenophobia; and

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14           WHEREAS, unionized workers earn over thirteen percent more  
15 than comparable nonunionized workers and receive fairer wages,  
16 better benefits, and have better working conditions; and

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18           WHEREAS, special-interest attacks on state and federal  
19 labor laws have eroded union membership among workers from  
20 thirty-three percent in 1956 to just ten percent in 2018; and

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22           WHEREAS, on February 6, 2020, the United States House of  
23 Representatives passed the Protecting the Right to Organize Act  
24 of 2019, H.R. 2474, 116th Cong., 2d Sess. (2019-2020) (PRO Act  
25 of 2019); and

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27           WHEREAS, the PRO Act of 2019:

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29           (1) Empowers workers to enforce their labor rights under  
30 the National Labor Relations Act (NLRA) in court and  
31 permits the National Labor Relations Board to assess



1 meaningful monetary penalties for violations of the  
2 NLRA against corporations and corporate officers;

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4 (2) Prohibits employers from interfering with union  
5 elections, including the act of requiring workers to  
6 attend meetings that are intended to dissuade them  
7 from forming a union;

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9 (3) Enhances worker rights to support boycotts, strikes,  
10 and similar acts of solidarity;

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12 (4) Clarifies that employers are prohibited from forcing  
13 employees to waive their rights to engage in  
14 collective or class-action litigation;

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16 (5) Allows employers and unions to enter into agreements  
17 that allow unions to collect fair-share fees that  
18 cover the costs of collective bargaining and  
19 administration of the applicable collective bargaining  
20 agreement;

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22 (6) Facilitates timely first contracts between employers  
23 and newly formed unions by requiring mediation and  
24 arbitration to settle disputes;

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26 (7) Closes loopholes in existing federal law that allow  
27 employers to exclude employees from becoming union  
28 members by misclassifying them as supervisors or  
29 independent contractors; and

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31 (8) Prevents workers from being denied remedies due to  
32 their immigration status; and  
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34 WHEREAS, passage of the Protecting the Right to Organize  
35 Act is crucial to restoring a healthy balance between the rights  
36 of labor and management and raising the standard-of-living of  
37 the working class; now, therefore,  
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39 BE IT RESOLVED by the Senate of the Thirty-first  
40 Legislature of the State of Hawaii, Regular Session of 2021, the  
41 House of Representatives concurring, that the United States  
42 Senate and the President of the United States are respectfully



1 urged to enact the Protecting the Right to Organize Act as  
2 expeditiously as possible; and

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4 BE IT FURTHER RESOLVED that certified copies of this  
5 Concurrent Resolution be transmitted to the President of the  
6 United States, President Pro Tempore of the United States  
7 Senate, Speaker of the United States House of Representatives,  
8 and members of Hawaii's congressional delegation.

