

MAR 12 2021

SENATE RESOLUTION

URGING THE UNITED STATES CONGRESS 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 earners grew by two-hundred
4 five percent as a result of policy and court decisions that have
5 stripped workers of the power to stand together and bargain for
6 fairer wages, meaningful benefits, and proper working
7 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 with the percentage of
20 workers in a union declining from thirty-three percent in 1956
21 to just ten percent in 2018; and

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

26
27 WHEREAS, the Protecting the Right to Organize Act:

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29 (1) Empowers workers to enforce their labor rights under
30 the National Labor Relations Act in court, as well as
31 permitting the National Labor Relations Board to
32 assess meaningful monetary penalties for violations of



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- 1 the National Labor Relations Act against corporations
2 and corporate officers;
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- 4 (2) Prohibits employers from interfering in union
5 elections, including prohibiting employers from
6 requiring workers to attend meetings that are intended
7 to persuade them against forming a union;
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- 9 (3) Enhances worker rights to support boycotts, strikes,
10 and similar acts;
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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;
- 15
- 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;
- 21
- 22 (6) Helps newly formed unions to reach a first contract
23 with the employer;
- 24
- 25 (7) Closes loopholes in existing federal law, such as
26 misclassification of employees as supervisors or
27 independent contractors; and
- 28
- 29 (8) Prevents workers from being denied remedies due to
30 their immigration status; and
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32 WHEREAS, passage of the Protecting the Right to Organize
33 Act is crucial to restoring a healthy balance between the rights
34 of labor and management and raising the standard-of-living of
35 the working class; now, therefore,

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37 BE IT RESOLVED by the Senate of the Thirty-first
38 Legislature of the State of Hawaii, Regular Session of 2021,
39 that the United States Congress and the President of the United
40 States are respectfully urged to enact the Protecting the Right
41 to Organize Act as expeditiously as possible; and

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1 BE IT FURTHER RESOLVED that certified copies of this
2 Resolution be transmitted to the President of the United States
3 of America, Majority Leader of the United States Senate, Speaker
4 of the United States House of Representatives, and members of
5 Hawaii's congressional delegation.

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OFFERED BY:



