
SENATE 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
32 meaningful monetary penalties for violations of the
33 NLRA against corporations and corporate officers;



- 1 (2) Prohibits employers from interfering with union
- 2 elections, including the act of requiring workers to
- 3 attend meetings that are intended to dissuade them
- 4 from forming a union;
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- 6 (3) Enhances worker rights to support boycotts, strikes,
- 7 and similar acts of solidarity;
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- 9 (4) Clarifies that employers are prohibited from forcing
- 10 employees to waive their rights to engage in
- 11 collective or class-action litigation;
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- 13 (5) Allows employers and unions to enter into agreements
- 14 that allow unions to collect fair-share fees that
- 15 cover the costs of collective bargaining and
- 16 administration of the applicable collective bargaining
- 17 agreement;
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- 19 (6) Facilitates timely first contracts between employers
- 20 and newly formed unions by requiring mediation and
- 21 arbitration to settle disputes;
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- 23 (7) Closes loopholes in existing federal law that allow
- 24 employers to exclude employees from becoming union
- 25 members by misclassifying them as supervisors or
- 26 independent contractors; and
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- 28 (8) Prevents workers from being denied remedies due to
- 29 their immigration status; and
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31 WHEREAS, passage of the Protecting the Right to Organize
 32 Act is crucial to restoring a healthy balance between the rights
 33 of labor and management and raising the standard-of-living of
 34 the working class; now, therefore,

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 36 BE IT RESOLVED by the Senate of the Thirty-first
 37 Legislature of the State of Hawaii, Regular Session of 2021,
 38 that the United States Senate and the President of the United
 39 States are respectfully urged to enact the Protecting the Right
 40 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 President Pro Tempore of the United States Senate, Speaker of
4 the United States House of Representatives, and members of
5 Hawaii's congressional delegation.

