
HOUSE CONCURRENT RESOLUTION

URGING THE UNITED STATES CONGRESS TO PASS THE PROPOSED EMPLOYEE
FREE CHOICE ACT.

1 WHEREAS, in 1935, the United States established, by law,
2 that workers are free to form labor unions; and

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4 WHEREAS, the freedom to form or join a labor union is
5 internationally recognized by the 1948 Universal Declaration of
6 Human Rights as a fundamental human right; and

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8 WHEREAS, the freedom to join with others and bargain for
9 better wages and benefits is essential to enhancing economic
10 opportunity and achieving a good living standard; and

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12 WHEREAS, unions benefit communities by strengthening living
13 standards, stabilizing tax bases, promoting equal treatment, and
14 enhancing civic participation; and

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16 WHEREAS, states in which more people are union members are
17 states with higher wages, better fringe benefits, and better
18 schools; and

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20 WHEREAS, union workers receive better wages and benefits
21 and earn twenty-nine per cent more than non-union workers, are
22 thirty-five per cent more likely to have access to health
23 insurance, and are four times more likely to have access to a
24 guaranteed defined-benefit pension; and

25
26 WHEREAS, unions help narrow the income gap for minorities
27 and women by increasing median weekly earnings by thirty-one per
28 cent for union women workers, thirty-one per cent for African-
29 American workers, fifty per cent for Latino workers, and nine
30 per cent for Asian American workers; and



1 WHEREAS, workers across the nation are routinely denied the
2 freedom to form unions and bargain for a better life, with
3 twenty-five per cent of private-sector employers illegally
4 firing at least one worker for union activity during organizing
5 campaigns; and

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7 WHEREAS, seventy-seven per cent of the public believes it
8 is important to have strong laws protecting the freedom for
9 workers to make their own decision about having a union; and

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11 WHEREAS, fifty-eight per cent of workers would join a union
12 if they had the chance; and

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14 WHEREAS, employers often refuse to bargain fairly with
15 workers who have formed a new union by dragging out contract
16 negotiations for up to two years in forty-five per cent of such
17 cases; and

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19 WHEREAS, each year millions of dollars are spent to
20 frustrate workers' efforts to form unions; and

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22 WHEREAS, most violations of workers' freedom to choose a
23 union occur behind closed doors, with seventy-eight per cent of
24 employers forcing employees to attend mandatory anti-union
25 meetings; and

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27 WHEREAS, when the right of workers to form a union is
28 violated, wages fall, race and gender pay gaps widen, workplace
29 discrimination increases, and job safety standards disappear;
30 and

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32 WHEREAS, a worker's fundamental right to choose a union
33 free from coercion and intimidation is a public issue that
34 requires public policy solutions, including legislative
35 remedies; and

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37 WHEREAS, the proposed federal Employee Free Choice Act has
38 been introduced in the United States Congress to restore
39 workers' freedom to join a union; and

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41 WHEREAS, the proposed federal Employee Free Choice Act will
42 safeguard workers' ability to make their own decisions with
43 respect to employer abuses, provide for first contract mediation

1 and arbitration, and establish meaningful penalties for
2 employers that violate workers' rights; now, therefore,
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4 BE IT RESOLVED by the House of Representatives of the
5 Twenty-fourth Legislature of the State of Hawaii, Regular
6 Session of 2007, the Senate concurring, that Congress is urged
7 to pass the proposed Employee Free Choice Act to protect and
8 preserve the right of America's workers to choose whether or not
9 to form a labor union; and
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11 BE IT FURTHER RESOLVED that the Legislature supports the
12 proposed federal Employee Free Choice Act, which would authorize
13 the National Labor Relations Board to certify a union as the
14 bargaining representative when a majority of employees
15 voluntarily sign authorizations designating that union to
16 represent them, provide for first contract mediation and
17 arbitration, and establish meaningful penalties for violations
18 of a worker's freedom to choose a union; and
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20 BE IT FURTHER RESOLVED that certified copies of this
21 Concurrent Resolution be transmitted to the President of the
22 United States Senate, pro temp, the United States Speaker of the
23 House of Representatives, and the members of Hawaii's
24 congressional delegation.
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OFFERED BY:

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