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# HOUSE CONCURRENT 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

8  
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

13  
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

17  
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

22  
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:

- 28  
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



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1 assess meaningful monetary penalties for violations of  
2 the National Labor Relations Act against corporations  
3 and corporate officers;  
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5 (2) Prohibits employers from interfering in union  
6 elections, including prohibiting employers from  
7 requiring workers to attend meetings that are intended  
8 to persuade them against forming a union;  
9

10 (3) Enhances worker rights to support boycotts, strikes,  
11 and similar acts;  
12

13 (4) Clarifies that employers are prohibited from forcing  
14 employees to waive their rights to engage in  
15 collective or class-action litigation;  
16

17 (5) Allows employers and unions to enter into agreements  
18 that allow unions to collect fair-share fees that  
19 cover the costs of collective bargaining and  
20 administration of the applicable collective bargaining  
21 agreement;  
22

23 (6) Helps newly formed unions to reach a first contract  
24 with the employer;  
25

26 (7) Closes loopholes in existing federal law, such as  
27 misclassification of employees as supervisors or  
28 independent contractors; and  
29

30 (8) Prevents workers from being denied remedies due to  
31 their immigration status; and  
32

33 WHEREAS, passage of the Protecting the Right to Organize  
34 Act is crucial to restoring a healthy balance between the rights  
35 of labor and management and raising the standard-of-living of  
36 the working class; now, therefore,  
37

38 BE IT RESOLVED by the House of Representatives of the  
39 Thirty-first Legislature of the State of Hawaii, Regular Session  
40 of 2021, the Senate concurring, that the United States Congress  
41 and the President of the United States are respectfully urged to



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

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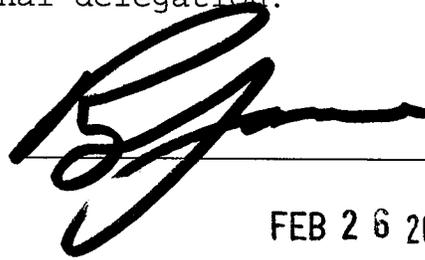
4 BE IT FURTHER RESOLVED that certified copies of this  
5 Concurrent Resolution be transmitted to the President of the  
6 United States of America, Majority Leader of the United States  
7 Senate, Speaker of the United States House of Representatives,  
8 and members of Hawaii's congressional delegation.

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OFFERED BY:



FEB 26 2021

