
HOUSE CONCURRENT RESOLUTION

URGING THE UNITED STATES CONGRESS AND PRESIDENT OF THE UNITED STATES TO ENACT THE PROTECTING THE RIGHT TO ORGANIZE ACT OF 2021 AS EXPEDITIOUSLY AS POSSIBLE.

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, receive fairer wages and
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

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27 WHEREAS, on March 9, 2021, the United States House of
28 Representatives passed the Protecting the Right to Organize Act
29 of 2021, H.R. 842, 117th Cong., 1st Sess. (2021-2022); and



1 WHEREAS, the Protecting the Right to Organize Act of 2021:

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- 3 (1) Empowers workers to enforce their labor rights under
4 the National Labor Relations Act in court and permits
5 the National Labor Relations Board to assess
6 meaningful monetary penalties for violations of the
7 National Labor Relations Act against corporations and
8 corporate officers;
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- 10 (2) Prohibits employers from interfering in union
11 elections and requiring workers to attend meetings
12 that are intended to persuade them against forming a
13 union;
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- 15 (3) Enhances worker rights to support boycotts, strikes,
16 and similar acts;
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- 18 (4) Clarifies that employers are prohibited from forcing
19 employees to waive their rights to engage in
20 collective or class-action litigation;
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- 22 (5) Allows employers and unions to enter into agreements
23 that allow unions to collect fair-share fees that
24 cover the costs of collective bargaining and
25 administration of applicable collective bargaining
26 agreements;
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- 28 (6) Helps newly formed unions to reach a first contract
29 with the employer;
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- 31 (7) Closes loopholes in existing federal law, such as
32 misclassification of employees as supervisors or
33 independent contractors; and
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- 35 (8) Prevents workers from being denied remedies due to
36 their immigration status; and
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38 WHEREAS, passage of the Protecting the Right to Organize
39 Act is crucial to restoring a healthy balance between the rights
40 of labor and management and raising the standard of living of
41 the working class; now, therefore,



1 BE IT RESOLVED by the House of Representatives of the
2 Thirty-first Legislature of the State of Hawaii, Regular Session
3 of 2021, the Senate concurring, that the United States Congress
4 and the President of the United States are respectfully urged to
5 enact the Protecting the Right to Organize Act of 2021 as
6 expeditiously as possible; and
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8 BE IT FURTHER RESOLVED that certified copies of this
9 Concurrent Resolution be transmitted to the President of the
10 United States of America, Majority Leader of the United States
11 Senate, Speaker of the United States House of Representatives,
12 and members of Hawaii's congressional delegation.

