

---

---

# SENATE CONCURRENT RESOLUTION

URGING THE UNITED STATES SENATE AND PRESIDENT OF THE UNITED STATES TO ENACT THE PROTECTING THE RIGHT TO ORGANIZE ACT 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 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

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, receive fairer wages and  
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 among workers from  
20 thirty-three percent in 1956 to just ten percent in 2018; and

21  
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); and

25  
26           WHEREAS, on March 9, 2021, the United States House of  
27 Representatives passed the Protecting the Right to Organize Act  
28 of 2021, H.R. 842, 117<sup>th</sup> Cong., 1<sup>st</sup> Sess. (2021-2022); and



1 WHEREAS, the Protecting the Right to Organize Act:  
2

- 3 (1) Empowers workers to enforce their labor rights under  
4 the National Labor Relations Act (NLRA) in court and  
5 permits the National Labor Relations Board to assess  
6 meaningful monetary penalties for violations of the  
7 NLRA against corporations and corporate officers;  
8
- 9 (2) Prohibits employers from interfering with union  
10 elections, including the act of requiring workers to  
11 attend meetings that are intended to dissuade them  
12 from forming a union;  
13
- 14 (3) Enhances worker rights to support boycotts, strikes,  
15 and similar acts of solidarity;  
16
- 17 (4) Clarifies that employers are prohibited from forcing  
18 employees to waive their rights to engage in  
19 collective or class-action litigation;  
20
- 21 (5) Allows employers and unions to enter into agreements  
22 that allow unions to collect fair-share fees that  
23 cover the costs of collective bargaining and  
24 administration of the applicable collective bargaining  
25 agreements;  
26
- 27 (6) Facilitates timely first contracts between employers  
28 and newly formed unions by requiring mediation and  
29 arbitration to settle disputes;  
30
- 31 (7) Closes loopholes in existing federal law that allow  
32 employers to exclude employees from becoming union  
33 members by misclassifying them as supervisors or  
34 independent contractors; and  
35
- 36 (8) Prevents workers from being denied remedies due to  
37 their immigration status; and  
38

39 WHEREAS, passage of the Protecting the Right to Organize  
40 Act is crucial to restoring a healthy balance between the rights  
41 of labor and management and raising the standard of living of  
42 the working class; now, therefore,



1 BE IT RESOLVED by the Senate of the Thirty-first  
2 Legislature of the State of Hawaii, Regular Session of 2021, the  
3 House of Representatives concurring, that the United States  
4 Senate and President of the United States are respectfully urged  
5 to enact the Protecting the Right to Organize Act as  
6 expeditiously as possible; and  
7

8 BE IT FURTHER RESOLVED that certified copies of this  
9 Concurrent Resolution be transmitted to the President of the  
10 United States, President Pro Tempore of the United States  
11 Senate, Speaker of the United States House of Representatives,  
12 and members of Hawaii's congressional delegation.

