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## HOUSE CONCURRENT RESOLUTION

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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  
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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  
31



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

6  
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

18  
19 WHEREAS, each year millions of dollars are spent to  
20 frustrate workers' efforts to form unions; and

21  
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

26  
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

31  
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

36  
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

40  
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,

3  
 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

19  
 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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 27 OFFERED BY:

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