
HOUSE 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
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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
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32 WHEREAS, workers across the nation are routinely denied the
33 freedom to form unions and bargain for a better life, with
34 twenty-five per cent of private-sector employers illegally



1 firing at least one worker for union activity during organizing
2 campaigns; and
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4 WHEREAS, seventy-seven per cent of the public believes it
5 is important to have strong laws protecting the freedom for
6 workers to make their own decision about having a union; and
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8 WHEREAS, fifty-eight per cent of workers would join a union
9 if they had the chance; and
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11 WHEREAS, employers often refuse to bargain fairly with
12 workers who have formed a new union by dragging out contract
13 negotiations for up to two years in forty-five per cent of such
14 cases; and
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16 WHEREAS, each year millions of dollars are spent to
17 frustrate workers' efforts to form unions; and
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19 WHEREAS, most violations of workers' freedom to choose a
20 union occur behind closed doors, with seventy-eight per cent of
21 employers forcing employees to attend mandatory anti-union
22 meetings; and
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24 WHEREAS, when the right of workers to form a union is
25 violated, wages fall, race and gender pay gaps widen, workplace
26 discrimination increases, and job safety standards disappear;
27 and
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29 WHEREAS, a worker's fundamental right to choose a union
30 free from coercion and intimidation is a public issue that
31 requires public policy solutions, including legislative
32 remedies; and
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34 WHEREAS, the proposed federal Employee Free Choice Act has
35 been introduced in the United States Congress to restore
36 workers' freedom to join a union; and
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38 WHEREAS, the proposed federal Employee Free Choice Act will
39 safeguard workers' ability to make their own decisions with
40 respect to employer abuses, provide for first contract mediation
41 and arbitration, and establish meaningful penalties for
42 employers that violate workers' rights; now, therefore,
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1 BE IT RESOLVED by the House of Representatives of the
 2 Twenty-fourth Legislature of the State of Hawaii, Regular
 3 Session of 2007, that Congress is urged to pass the proposed
 4 Employee Free Choice Act to protect and preserve the right of
 5 America's workers to choose whether or not to form a labor
 6 union; and
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8 BE IT FURTHER RESOLVED that the Legislature supports the
 9 proposed federal Employee Free Choice Act, which would authorize
 10 the National Labor Relations Board to certify a union as the
 11 bargaining representative when a majority of employees
 12 voluntarily sign authorizations designating that union to
 13 represent them, provide for first contract mediation and
 14 arbitration, and establish meaningful penalties for violations
 15 of a worker's freedom to choose a union; and
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17 BE IT FURTHER RESOLVED that certified copies of this
 18 Resolution be transmitted to the President of the United States
 19 Senate, pro temp, the United States Speaker of the House of
 20 Representatives, and the members of Hawaii's congressional
 21 delegation.
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OFFERED BY:

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