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THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 262 Session of 2009

INTRODUCED BY LEVDANSKY, BELFANTI, McCALL, EACHUS, BARBIN, BISHOP, BOYLE, BRADFORD, BRENNAN, BRIGGS, BURNS, BUXTON, CALTAGIRONE, CARROLL, CASORIO, COHEN, CONKLIN, D. COSTA, P. COSTA, CRUZ, DALEY, DEASY, DeLUCA, DePASQUALE, DERMODY, DeWEESE, DONATUCCI, DRUCKER, FABRIZIO, FRANKEL, FREEMAN, GALLOWAY, GEORGE, GERGELY, GIBBONS, GOODMAN, GRUCELA, HARKINS, HORNAMAN, HOUGHTON, JOHNSON, JOSEPHS, W. KELLER, KIRKLAND, KORTZ, KOTIK, KULA, LENTZ, LONGIETTI, MAHONEY, MANDERINO, MANN, MARKOSEK, MATZIE, McGEEHAN, McILVAINE SMITH, MELIO, MUNDY, MURPHY, M. O'BRIEN, OLIVER, PARKER, PASHINSKI, PAYTON, PETRARCA, PRESTON, READSHAW, ROEBUCK, SABATINA, SAMUELSON, SANTARSIERO, SANTONI, SEIP, SHAPIRO, SIPTROTH, K. SMITH, M. SMITH, STABACK, STURLA, THOMAS, WAGNER, WALKO, WANSACZ, WATERS, WHEATLEY, WHITE, YOUNGBLOOD, YUDICHAK, R. TAYLOR AND GERBER, APRIL 27, 2009

REFERRED TO COMMITTEE ON LABOR RELATIONS, APRIL 27, 2009

A RESOLUTION

Memorializing the Congress of the United States to pass the Employee Free Choice Act of 2009.

WHEREAS, In 1935, the National Labor Relations Act (NLRA) was enacted to protect the rights of employees to organize and collectively bargain; and

WHEREAS, The free choice to join with others and bargain for better wages, benefits and work conditions is essential to economic opportunity and assuring good living standards; and

WHEREAS, The NLRA of 1935 has long allowed employers to recognize a union when a majority of workers sign authorization cards, designating a union as their bargaining agent; and

WHEREAS, The right to form a union has been eroded over the years due to increasing employer harassment, discrimination, hiring of anti-union consultants to discourage union organizing and sometimes termination of workers choosing to exercise their right to form a union; and

WHEREAS, Each year millions of dollars are spent by employers to frustrate workers' efforts to form unions; and

WHEREAS, At least 25% of private sector employers have illegally fired one or more workers for union activity during organizing campaigns; and

WHEREAS, The increasingly global economy, as well as changes in corporate structuring, has encouraged some employers to seek out countries that pay cheap wages and have minimal requirements for working conditions; and

WHEREAS, States in which more people are union members are states with higher wages, better benefits and better schools; and

WHEREAS, Union workers receive better wages and benefits, earning 29% more than workers without a union; and

WHEREAS, Unions raise workers' pay and narrow the income gap for minorities and women, and median weekly earnings increased 31% for union women workers and African-American workers, 50% for union Hispanic-American workers and 9% for union Asian-American workers; and

WHEREAS, When the right of workers to form a union is violated, wages fall, race and gender pay gaps widen, workplace discrimination increases and job safety standards disappear; and

WHEREAS, Most violations of workers' freedom to choose a union occur behind closed doors, with employers forcing employees to attend mandatory anti-union meetings; and

WHEREAS, Passage of the Employee Free Choice Act provides workers with an additional route to union representation in the workplace; and

WHEREAS, The Employee Free Choice Act allows employees to express their choice to organize, either by balloting or by majority sign-up; and

WHEREAS, Employers often refuse to bargain fairly with workers who choose to form a union by dragging out the first contract bargaining for up to two years in nearly 50% of successful campaigns; and

WHEREAS, Questions relating to a worker's fundamental right to choose a union without employer coercion or intimidation require public policy solutions, including legislative remedies; and

WHEREAS, The Employee Free Choice Act of 2009 has been introduced in the Congress of the United States to restore workers' freedom to form, join or assist a union; and

WHEREAS, The Employee Free Choice Act of 2009 safeguards workers' ability to make their on decisions without interference, provides for first contract mediation and arbitration and establishes meaningful penalties when employers violate workers' rights; therefore be it

RESOLVED, That the House of Representatives of the Commonwealth of Pennsylvania support passage of the Employee Free Choice Act of 2009, which authorizes the National Labor Relations Board to certify a union as the bargaining representative when a majority of employees voluntarily sign authorizations designating the union to represent them and which provides first contract mediation and arbitration and establishes meaningful penalties for violations of a worker's

freedom to choose a union; and be it further

RESOLVED, That the House of Representatives of the Commonwealth of Pennsylvania memorialize the Congress of the United States to pass the Employee Free Choice Act of 2009 to protect and preserve the freedom of America's workers to choose whether or not to form, join or assist a union; and be it further

RESOLVED, That copies of this resolution be transmitted to the presiding officers of each house of Congress and to each member of Congress from Pennsylvania.