

As Introduced

**134th General Assembly
Regular Session
2021-2022**

H. C. R. No. 10

Representatives Kelly, Sobecki

**Cosponsors: Representatives Blackshear, Boggs, Boyd, Brent, Brown, Crawley,
Crossman, Denson, Galonski, Hicks-Hudson, Howse, Ingram, Jarrells, Leland,
Lepore-Hagan, Lightbody, Liston, Miller, A., Miller, J., Miranda, O'Brien, Robinson,
Russo, Sheehy, Skindell, Smith, K., Smith, M., Sweeney, Sykes, Troy, Upchurch,
Weinstein, West**

A CONCURRENT RESOLUTION

To urge the Congress of the United States to enact the 1
Protecting the Right to Organize Act of 2021. 2

**BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF
OHIO (THE SENATE CONCURRING):**

WHEREAS, An imbalance of earning power exists in our 3
economy, where income for the bottom 90% of households in the 4
United States increased by 1.1% from 1980 to 2017, while income 5
for the wealthiest 1% increased by 184%; and 6

WHEREAS, When workers join or organize a union, they are 7
demonstrating the power of collective action as a countervailing 8
force for the benefit of their interests as working people; and 9

WHEREAS, Princeton University researchers, in a 2018 study 10
titled "Unions and Inequality Over the Twentieth Century: New 11
Evidence from Survey Data" published in the National Bureau of 12
Economic Research, found that over the past eight decades, union 13
membership consistently provided union workers with a 10% to 20% 14
higher wage than their non-union counterparts; and 15

WHEREAS, Unions are critical to increasing wages for workers and reducing income inequality; and

WHEREAS, Current labor law does not provide sufficient protections for workers who wish to organize with their co-workers; and

WHEREAS, The Protecting the Right to Organize Act of 2021 is comprehensive legislation designed to strengthen protections for workers' rights to organize a union and bargain collectively for higher wages, better benefits, and safer working conditions; and

WHEREAS, The Protecting the Right to Organize Act of 2021 removes barriers to organizing, reduces interference with the election process by prohibiting required attendance at anti-union meetings, and makes it easier for workers and employers to negotiate an initial collective bargaining agreement by creating a mediation and arbitration process; and

WHEREAS, The Protecting the Right to Organize Act of 2021 protects workers' right to strike for basic workplace improvements by prohibiting the hiring of permanent replacements for striking workers, and narrows the definition of independent contractor to eliminate employee misclassification, which is a common tactic used to avoid employee protections under the National Labor Relations Act, such as the right to organize; and

WHEREAS, The Protecting the Right to Organize Act of 2021 establishes meaningful penalties for violations of workers' rights under the National Labor Relations Act, and safeguards workers' access to justice by authorizing a private right of action for violations of workers' rights and fairer remedies for workers who experience retaliation, discrimination, or other interference with the right to act concertedly, join a union, or bargain collectively; and

WHEREAS, The Protecting the Right to Organize Act of 2021 47
permits fair share fee arrangements to promote workers' freedom 48
of association, encourage collective bargaining, and cover the 49
cost of union representation; and 50

WHEREAS, The Protecting the Right to Organize Act of 2021 51
increases transparency in labor-management relations by 52
requiring employers to post notices informing workers of their 53
rights to organize and bargain collectively; and 54

WHEREAS, Public support for unions is soaring as a recent 55
Gallup survey found that 65% of Americans have a favorable view 56
of labor unions, and another study by the Massachusetts 57
Institute of Technology found that nearly 60 million American 58
workers would join a union if they could; and 59

WHEREAS, On March 9, 2021, the United States House of 60
Representatives voted in favor of enacting the Protecting the 61
Right to Organize Act of 2021; now therefore be it 62

RESOLVED, That we, the members of the 134th General 63
Assembly of the State of Ohio, in adopting this resolution, urge 64
the Congress of the United States to enact the Protecting the 65
Right to Organize Act of 2021; and be it further 66

RESOLVED, That the Clerk of the House of Representatives 67
transmit duly authenticated copies of this resolution to the 68
Speaker and Clerk of the United States House of Representatives, 69
the President Pro Tempore and Secretary of the United States 70
Senate, each member of the Ohio Congressional delegation, and 71
the news media of Ohio. 72