

As Introduced

**133rd General Assembly
Regular Session
2019-2020**

H. C. R. No. 16

Representatives Kelly, Blair

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

A C O N C U R R E N T R E S O L U T I O N

To urge the Congress of the United States to enact the 1
Protecting the Right to Organize Act of 2019. 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 half of earners in the 4
United States increased by 1% from 1980 to 2014, while income 5
for the top 1% of earners increased by 205%; 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 recent 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 2019 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 2019 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 2019 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 2019 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 2019

permits fair share fee arrangements to promote workers' freedom 47
of association, encourage collective bargaining, and cover the 48
cost of union representation; and 49

WHEREAS, The Protecting the Right to Organize Act of 2019 50
increases transparency in labor-management relations by 51
requiring employers to post notices informing workers of their 52
rights to organize and bargain collectively; now therefore be it 53

RESOLVED, That we, the members of the 133rd General 54
Assembly of the State of Ohio, in adopting this resolution, urge 55
the Congress of the United States to enact the Protecting the 56
Right to Organize Act of 2019; and be it further 57

RESOLVED, That the Clerk of the House of Representatives 58
transmit duly authenticated copies of this resolution to the 59
Speaker and Clerk of the United States House of Representatives, 60
the President Pro Tempore and Secretary of the United States 61
Senate, each member of the Ohio Congressional delegation, and 62
the news media of Ohio. 63