

1           **Resolution Protects the Freedom of American Workers**  
2                           **to Form Unions and Bargain Collectively**

3  
4           **WHEREAS**, in 1935, the United States established, by law, that workers must be free  
5           to form unions; and

6  
7           **WHEREAS**, the freedom to form unions is internationally recognized as a  
8           fundamental human right guaranteed by the 1948 Universal Declaration of Human  
9           Rights; and

10  
11           **WHEREAS**, many U.S. workers who want to organize can not when more than 57  
12           million say they would join a union now if they had the opportunity; and

13  
14           **WHEREAS**, employers routinely use legal as well as illegal tactics against workers  
15           each year, threatening, coercing or firing employees that seek to form unions; and

16  
17           **WHEREAS**, more than 20,000 U.S. workers in organizing drives in 2004 were fired  
18           or discriminated against for exercising their freedom to form unions, according to  
19           National Labor Relations Board annual reports; and

20  
21           **WHEREAS**, in nearly half of private-sector union representation elections when  
22           workers overcome these obstacles and vote to form a union, employers refuse to  
23           agree to collective bargaining contracts two years after the election; and

24  
25           **WHEREAS**, workers who have unions not only gain a voice on the job, but earn 28%  
26           more than workers without unions, on average, and are much more likely to have  
27           health and pension benefits, according to the U.S. Department of Labor; and

28  
29           **WHEREAS**, collective bargaining is a public good that benefits our entire nation,  
30           helping communities by strengthening tax bases and promoting a more just, equal,  
31           and democratic society; and

32  
33           **WHEREAS**, for decades, a united labor movement, working closely with the  
34           Democratic Party, has led the fight for every single legal and social reform that has  
35           strengthened the economic, health and retirement security for America's workers  
36           and their families; and

37  
38           **WHEREAS**, unions strengthen and build the middle class, with studies showing  
39           that in the ten strongest union states there is less poverty, higher household income,  
40           better schools and less crime, than in the ten weakest union states; and

41  
42           **WHEREAS**, declines in unionization have coincided with a growing gap between  
43           the rich and the poor, which is bad for our economy and bad for democracy; and

44 **WHEREAS**, union members tend to be more politically engaged, educated about  
45 issues that matter to working families, and motivated to vote – leading to policies  
46 that serve the needs of working Americans; and  
47

48 **WHEREAS**, the Democratic Party and the labor movement have been longtime  
49 friends and strong allies, based on our shared values; and  
50

51 **WHEREAS**, faced with the most anti-worker, anti-union Administration the nation  
52 has experienced in 80 years, our commitment to the values we share with the labor  
53 movement and to the freedom of workers freedom to form unions is as strong as  
54 ever; and  
55

56 **WHEREAS**, the Employee Free Choice Act (S. 1925 and H.R. 3619) has been  
57 introduced in the U.S. Congress in order to restore workers’ freedom to join unions;  
58

59 **THEREFORE BE IT RESOLVED**, that the Washington State Democratic Central  
60 Committee (WSDCC) reaffirms its support of working people in this country and its  
61 fundamental commitment to workers’ rights;  
62

63 **BE IT FURTHER RESOLVED**, that the WSDCC supports the AFL-CIO’s national  
64 campaign and the campaigns of other unions to protect the freedom of American  
65 workers to form unions and bargain collectively; and  
66

67 **BE IT FURTHER RESOLVED**, that the WSDCC endorses the Employee Free Choice  
68 Act which would authorize the National Labor Relations Board to certify a union as  
69 the bargaining representative when a majority of employees voluntarily sign  
70 authorizations designating that union to represent them, provide for first contract  
71 mediation and arbitration, and establish meaningful penalties for violations of a  
72 worker’s freedom to choose a union; and  
73

74 **BE IT FURTHER RESOLVED**, that the WSDCC applauds Bill Sponsors Senator  
75 Edward M. Kennedy and Representative George Miller and the additional 231  
76 Democratic House and Senate members of Congress who have signed on as Co-  
77 sponsors and strongly urges the remaining Democratic elected members of Congress  
78 to co-sponsor this legislation; and  
79

80 **BE IT FURTHER RESOLVED**, that the WSDCC encourages Democratic candidates  
81 and officeholders at all levels of government to actively support in visible ways,  
82 local organizing and collective bargaining campaigns – while publicly challenging  
83 employers that thwart workers’ freedom to form unions; and  
84

85 **BE IT FURTHER RESOLVED**, that the WSDCC recommends that Democratic  
86 Committees at local levels pass similar resolutions supporting and recognizing the

87 rights of working Americans to form unions and bargain collectively in the United  
88 States.

89

90 **BE IT FURTHER RESOLVED**, that the WSDCC will participate with workers, their  
91 unions, and allies in International Human Rights Day Activities on December 10,  
92 2005 – joining nationwide activities to highlight the need for workers to have the  
93 freedom to form unions and bargain collectively in America.

94

95

96 Submitted to the WSDCC for consideration at its September 17, 2005 meeting  
97 in Everett by Linda Chavez-Thompson, DNC Vice-Chair/Texas and Hon.  
98 Mike Honda, DNC Vice Chair/California

99

100 Tina Abbott, Michigan  
101 Morton Bahr, At-Large/DC  
102 Margaret Blackshere, Illinois  
103 R. Thomas Buffenbarger, At-Large/Maryland  
104 Elizabeth Bunn, Michigan  
105 William Burga, Ohio  
106 Barbara Easterling, At-Large/Virginia  
107 Hartina Flournoy, At-Large/DC  
108 John Gage, At-Large/DC  
109 William George, Pennsylvania  
110 Daniel LeBlanc, Virginia  
111 Leon Lynch, At-Large/Pennsylvania  
112 Edward J. McElroy, At-Large/Rhode Island  
113 Gerald McEntee, At-Large/Pennsylvania  
114 Richard P. Michalski, At-Large/Maryland  
115 John Olsen, Connecticut  
116 Richard Ray, Georgia  
117 Elizabeth Smith, At-Large/DC  
118 John J. Sweeney, At-Large /Maryland  
119 Randi Weingarten, At-Large/New York

120

121 Referred to the WSDCC with a recommendation of “Pass” by the Resolutions  
122 Committee at its September 17, 2005 meeting in Everett.

123

124 Passed by the WSDCC at its September 17, 2005 meeting in Everett.