

## Resolution on the Right to Organize

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3 **WHEREAS**, the National Labor Relations Act (NLRA) of 1935 was a victory for labor  
4 unions and collective bargaining rights. The NLRA, which provides workers the right to  
5 join unions and collectively bargain for wages and benefits, is the cornerstone of  
6 workers' rights in the United States and produced a thriving middle class in the post-  
7 World War II era; and

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9 **WHEREAS**, collective bargaining ensures that workers who belong to unions are more  
10 likely to have fair wages, job security, safe working conditions, healthcare benefits,  
11 paid vacations, retirement security, and a fair process to address their workplace  
12 concerns. When unions are strong, they make the economy better for all.  
13 Nonunion workplaces need to be competitive in order to fulfill employee recruitment  
14 and retention needs, and the community benefits from the resulting healthier, stronger  
15 tax base; and

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17 **WHEREAS**, as a result of their ability to raise worker pay and fight for pro-worker  
18 policies, unions and their members have been targeted by corporate interests. The  
19 past 40 years have seen increased corporate efforts to break unions in the private and  
20 public sector workplaces, and many workers face incredible opposition when  
21 attempting to form a union at their job. Attacks on unions have been intensifying in  
22 recent years, following the ruling in *Citizens United v. Federal Election Commission* that  
23 eased limits on corporate political spending<sup>1</sup>; and

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25 **WHEREAS**, as the richest 1 percent of Americans now owns more of the country's  
26 wealth than at any time in the past 50 years, the middle class has been left behind.  
27 Today, the top 1 percent of households own more wealth than the bottom 90  
28 percent combined and with this increased concentration of income, the wealthy are  
29 able to play an outsized role in politics, shaping government policy to help themselves  
30 instead of the population at large<sup>2</sup>.

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32 **WHEREAS**, as of 2019, twenty-seven states in the U.S. have enacted right-to-work-  
33 laws that have significantly hurt labor unions. The decline in the number of union  
34 members over the past 50 years parallels the shrinking middle class, which has been  
35 plagued by stagnant wages, higher household debt and nagging income inequality;  
36 and

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38 **WHEREAS**, the Protecting the Right to Organize (PRO) and the Public Service  
39 Freedom to Negotiate (PSFNA) Acts of 2019 would help labor unions by protecting  
40 workers' rights to organize and bargain collectively for adequate wages and benefits,

41 strengthening the NLRA-guaranteed rights that have been so severely weakened that  
42 employers routinely ignore them; and

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44 **WHEREAS**, the PRO Act would establish penalties on corporations that would violate  
45 workers' rights, allow employees to have more freedom to organize without  
46 interference as well as protect workers' rights to strike and bargain collectively<sup>3</sup>; and

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48 **WHEREAS**, the PSFNA would guarantee that public sector employees across the  
49 country are afforded the legal right to organize and collectively bargain for better  
50 wages and safer workplaces while giving the federal government the authority to  
51 intervene on behalf of public-service workers should states fail to meet these  
52 standards<sup>4</sup>;

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54 **THEREFORE BE IT RESOLVED** that the WSDCC affirms that all workers have the  
55 right to safe, gainful employment at a fair and liveable wage, and supports the right of  
56 freedom of association in the workplace, especially the right to collectively bargain with  
57 their employer to improve wages, benefits and working conditions; and

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59 **THEREFORE BE IT FURTHER RESOLVED** that the WSDCC supports the PRO and  
60 PSFNA Acts in order to protect worker rights to organize and bargain collectively for  
61 higher wages, better benefits and working conditions and encourages the Washington  
62 state Congressional delegation to support these Acts; and

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64 **THEREFORE BE IT FINALLY RESOLVED** that the WSDCC commits to supporting  
65 union workers, to the furthest extent possible, by using union vendors and contractors  
66 for all business, including conventions, business meetings, election events and related  
67 activities. The WSDCC urges all Local Party Organizations, party committees  
68 associated with the WSDCC, including state committees, to also show support, to the  
69 furthest extent possible, by using union vendors and contractors for official business  
70 and activities.

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73 Submitted by Grays Harbor Democratic Central Committee to the WSDCC for  
74 consideration at its September 28<sup>th</sup>, 2019 meeting in Yakima (Date submitted:  
75 September 10<sup>th</sup>, 2019)

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77 The Resolutions Committee reviewed and amended this resolution and recommended  
78 it be passed.

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