

PROTECTING AND STRENGTHENING THE RIGHT TO ORGANIZE

WHEREAS, the International Brotherhood of Teamsters is widely recognized as one of the leading organizing unions in North America; and as trade unionists and as Teamsters, we have a duty to organize the unorganized and raise workers into the middle class; and

WHEREAS, The COVID-19 pandemic has further underscored the importance of unions in giving workers a collective voice in the workplace because during this crisis, unionized workers have been able to secure enhanced safety measures, additional premium pay, paid sick time, and a say in the terms of furloughs or work-share arrangements to save jobs; and

WHEREAS, new polls indicate that nearly 50% of non-unionized workers would join a union if they had the opportunity to, and that number is at a four decade high; and

WHEREAS, despite this incredible level of interest, few workers actually have a union in their workplace because the right to organize has been effectively obstructed by a combination of legal and illegal employer tactics and intimidation; and

WHEREAS, even after workers beat the odds and successfully win union representation, the current system permits employers to drag out first contract negotiations for years; and

WHEREAS, the International Brotherhood of Teamsters believe legislation and regulatory efforts are necessary to address weaknesses in federal law that shift the balance of power in the employer's favor and permit employers to intimidate workers and obstruct union organizing campaigns; and

WHEREAS, the Protecting the Right to Organize Act (PRO Act) (H.R. 842/ S.420); would strengthen workers' rights to form a union and negotiate with their employers for better wages and working conditions by reforming our nation's labor law so that private-sector employers can't perpetually stall union elections and contract negotiations; and

WHEREAS, the Protecting the Right to Organize Act (PRO Act) would stop employers from coercing and intimidating workers seeking to unionize by prohibiting employers from forcing workers to attend mandatory captive audience meetings; and

WHEREAS, the Protecting the Right to Organize Act (PRO Act) makes employee misclassification a violation under the NLRA and requires employers to follow a strict legal test (an "ABC" test) for employee classification, making sure employees are not misclassified as independent contractors; and

WHEREAS, the Protecting the Right to Organize Act (PRO Act) codifies a strong joint-employer standard—meaning *all* firms that share control over a worker’s terms of employment are considered to be employers of that worker and are thus required to bargain with employees; and

WHEREAS, under the Protecting the Right to Organize Act (PRO Act), employers would be required to follow a process of mediation and arbitration for reaching a first agreement when workers organize to enable the parties to reach a first agreement in a timely manner; and

WHEREAS, the Protecting the Right to Organize Act (PRO Act) prohibits employers from permanently replacing striking workers; and

WHEREAS, under the Protecting the Right to Organize Act (PRO Act), employers and corporate executives are penalized for illegally retaliating against workers trying to organize.

NOW, THEREFORE, BE IT RESOLVED, that at this 30th International Convention that the International Brotherhood of Teamsters reaffirms its strong support for Protecting the Right to Organize Act (PRO Act); and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters will utilize all resources and power at its disposal to enact this critical legislation and bring it to the President’s desk this year; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters calls on all Joint Councils, Local Unions, and Members to work for passage of the Protecting the Right to Organize Act (PRO Act).