

RESOLUTION IN SUPPORT OF THE PROACT (PROTECT THE RIGHT TO ORGANIZE)

Whereas, since the day the National Labor Relations Act of 1935 was passed during the New Deal to protect workers right to organize and bargain collectively, corporate America has waged a war on labor, specifically intended to marginalize and eventually eradicate unions; and

Whereas, the current system for regulating organizing drives under the NLRB is tilted in favor of management because the penalties for breaking labor laws are so insignificant that corporations routinely break the laws with impunity, and consider the cost of the fines as part of their operating expenses; and

Whereas, corporations routinely find loopholes in the labor laws to extend the time frame for organizing drives while they continue intimidation tactics to force the issue in their favor; and

Whereas, in spite of current labor laws, management frequently fires union organizers during organizing drives; and

Whereas, 13 southern states, including North Carolina, have passed so called "Right to Work" laws under the guise of providing individual workers the choice to avoid paying union dues after a union has won bargaining rights. These thinly veiled laws have nothing to do with freedom but are specifically intended as "union busting" legislation that deprives unions of their power to bargain effectively with management; and,

Whereas, these "Right to Work" laws, which were enacted during the "Jim Crow" period in the South, were specifically intended to divide workers and have led to lower wages, fewer benefits, and more dangerous work places in North Carolina and other southern states; and

Whereas, research from the Massachusetts Institute of Technology shows that more than 60 million American workers would vote today to join a union, if given the opportunity; and

Whereas, the Gallup organization in their polling found that union approval stands at 65% of all Americans, the highest mark in half a century;

Be it therefore resolved, that the New Hanover County Democratic Party fully and enthusiastically supports the passage of the PROACT in the US Congress and the repeal of all "RIGHT TO WORK" legislation by the North Carolina General Assembly, in order that:

- all workers will be able to exercise their rights to organize and bargain collectively; and
- workers can speak up for and support their union without fear of reprisal; and

- a strengthened National Labor Relations Board will be able to hold corporations accountable if they violate workers' rights.

Adopted by Precinct M03
on March 2, 2023.

Oliver A. Yarnall
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