

1 [Supporting H.R. 842 (Scott, D-VA-3) - Protecting the Right to Organize Act of 2021]

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3 **Resolution supporting United States House Resolution (H.R.) No. 842, Protecting the**
4 **Right to Organize Act of 2021, authored by Representative Robert C. “Bobby” Scott, to**
5 **expand various labor protections and employees’ right to organize and collectively**
6 **bargain in the workplace.**

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8 WHEREAS, There is an imbalance of power in our economy, where executives and
9 their corporations reap record profits and bonuses while the working people who create those
10 profits fall further behind; and

11 WHEREAS, While wealthy corporations are making billions in pandemic profits,
12 working families are losing work, struggling with childcare options, and failing to make ends
13 meet; and

14 WHEREAS, Many, especially people of color and women, are risking their lives as
15 frontline workers to keep communities safe; and

16 WHEREAS, San Francisco has the highest income inequality in California, based on
17 2018 Census Data where the top 5% of households make an average of \$808,105 annually,
18 compared with \$16,184 for the lowest 20%; and

19 WHEREAS, When workers organize or join a union, they are exercising their power of
20 collective action as a countervailing force for the benefit of their interests as working people
21 and unions are the best mechanism to ensure all workers are treated with dignity and respect;
22 and

23 WHEREAS, In recent months and years, vicious anti-worker tactics of division and
24 misinformation have been utilized by corporations such as Amazon, Uber, and Lyft to
25 suppress workers from organizing attempts for basic human rights in the workplace; and

1 WHEREAS, On March 9, 2021, the United States House of Representatives passed
2 H.R.842 Protecting the Right to Organize Act of 2021 (PRO Act); and

3 WHEREAS, Following decades of anti-worker legislation aimed at undermining labor
4 unions across the country, the PRO Act will provide the strongest workplace protections in a
5 generation by strengthening unions and the power of the working class to organize on the job;
6 and

7 WHEREAS, The PRO Act will empower workers to exercise their freedom to negotiate
8 for better working conditions and wages leading to increased worker protections and
9 strengthened institutions that hold corporations accountable; and

10 WHEREAS, The PRO Act will increase penalties and decrease company interference
11 by prohibiting mandatory anti-union meetings, protect protests and strikes by prohibiting
12 companies from hiring permanent replacement workers, put an end to employers
13 misclassifying employees as independent contractors, freelancers or supervisors to avoid
14 NLRA protections, and define a process for reaching a first contract, including binding
15 arbitration, mediation and a fair share clause, even in “Right-to-Work” jurisdictions; and

16 WHEREAS, The United States House of Representatives passed the PRO Act on
17 March 9, 2021, and the bill is now being heard in the United States Senate; now, therefore, be
18 it

19 RESOLVED, The San Francisco Board of Supervisors publicly extends our support for
20 H.R. 2474 Protecting the Right to Organize (PRO) Act and reaffirm our backing for labor
21 unions, prevailing wage and the right to unionize; and, be it

22 FURTHER RESOLVED, The San Francisco Board of Supervisors urges the United
23 States Senate to pass the PRO Act; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors hereby directs the Clerk of the
2 Board to transmit a copy of this Resolution to the Office of Senator Dianne Feinstein and
3 Senator Alex Padilla.

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