

SENATE CONCURRENT RESOLUTION NO. 8

Senator Nesbitt offered the following concurrent resolution:

1 A concurrent resolution to oppose policies that restrict the
2 autonomy of workers and employers and memorialize the President and
3 Congress of the United States to support and defend the rights and
4 freedoms of workers and employers.

5 Whereas, H.R. 842 of 2021 and S. 420 of 2021, both known as
6 the Protecting the Right to Organize (PRO) Act, have recently been
7 introduced in the Congress of the United States. These bills would
8 amend the National Labor Relations Act to expand the influence of
9 unions, limit the autonomy of workers, and infringe on the rights
10 of employers; and

11 Whereas, The PRO Act would limit worker autonomy by
12 eliminating state right-to-work protections. Right-to-work laws are

1 an important way to hold unions accountable and protect workers who
2 do not wish to join. The PRO Act would eliminate these protections
3 in 27 states, including Michigan, and force workers to pay union
4 dues against their wishes; and

5 Whereas, The PRO Act would corrupt the union elections
6 process. The act would eliminate secret ballot elections and expose
7 employees to threats, intimidation, and coercion by union
8 officials. Further, the act would deny employers a role in the
9 process, preventing workers from accessing full information about
10 the benefits and costs of unionization; and

11 Whereas, The PRO Act would upset the balance between workers
12 and employers by prohibiting employers from replacing striking
13 workers and leaving employers little choice but to accept union
14 demands. This could lead to an increase in strikes and unrealistic
15 union demands that increase prices and threaten the long-term
16 viability of businesses; and

17 Whereas, The PRO Act would hurt franchisors and small
18 businesses by broadening the federal government's "joint employer"
19 standard. By holding joint employers equally liable for employment
20 violations, the act will increase the risks for large businesses
21 who franchise or contract with smaller companies. The American
22 Action Forum estimates that this could lead to as much as \$33
23 billion in lost output from the franchise business sector; and

24 Whereas, The PRO Act would forcibly reclassify many
25 independent contractors as employees, taking away their flexibility
26 and autonomy. This would also hurt businesses of all sizes across
27 industries that rely on independent contractors, injecting
28 uncertainty into their business plans and burdening them with
29 significant costs; now, therefore, be it

1 Resolved by the Senate (the House of Representatives
2 concurring), That we oppose policies that restrict the autonomy of
3 workers and employers and memorialize the President and Congress of
4 the United States to support and defend the rights and freedoms of
5 workers and employers; and be it further

6 Resolved, That copies of this resolution be transmitted to the
7 President of the United States, the President of the United States
8 Senate, the Speaker of the United States House of Representatives,
9 and the members of the Michigan congressional delegation.