

## SENATE RESOLUTION NO.104

Senator Nesbitt offered the following resolution:

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

5       Whereas, H.R. 2474 of 2019 and S. 1306 of 2019, 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  
13 an important way to hold unions accountable and protect workers who

1 do not wish to join. The PRO Act would eliminate these protections  
2 in 27 states, including Michigan, and force workers to pay union  
3 dues against their wishes; and

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

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

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

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

29       Resolved by the Senate, That we oppose policies that restrict

1 the autonomy of workers and employers and memorialize the President  
2 and Congress of the United States to support and defend the rights  
3 and freedoms of workers and employers; and be it further

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