

HOUSE RESOLUTION NO. 237

Reps. Haadsma, Weiss, Brenda Carter, Sabo, Clemente, Coleman, Breen, Stone, Hope, Neeley, Brabec, Sowerby, Garza, Liberati, O'Neal, Pohutsky, Steckloff, Cavanagh, Rabhi, Cherry, Steenland, Tyrone Carter, Manoogian, Bolden, Kuppa, Rogers, Sneller, Scott, Thanedar, Ellison, Aiyash, Peterson, Koleszar, Hood, Young, Shannon, Jones, Tate, Hertel, Brixie, Morse and Whitsett offered the following resolution:

1 A resolution to urge the President, Congress, and the National
2 Labor Relations Board to enact policies banning employers from
3 permanently replacing striking employees.

4 Whereas, The right to organize and strike is essential to
5 labor rights and the protection of workers in the United States.
6 Without these rights, employees would have no recourse against
7 unfair treatment by their employers; and

1 Whereas, The right to organize and strike requires that
2 workers are protected against being replaced during a strike.
3 Allowing employers to replace striking workers tips the balance
4 entirely in the favor of employers during negotiations; and

5 Whereas, In 2016, the National Labor Relations Board
6 restricted employers' right to permanently replace workers during a
7 strike. Under the board's decision, employers cannot replace
8 employees as a way to punish them or prevent future strikes.
9 Strikers can still be replaced to ensure continuous operations; and

10 Whereas, On December 7, 2021, the Kellogg Company announced
11 that it would permanently replace 1,400 striking employees after
12 the union rejected an agreement to end the strike. This action
13 demonstrates that current protections against the replacement of
14 striking workers are inadequate; now, therefore, be it

15 Resolved by the House of Representatives, That we urge the
16 President, Congress, and the National Labor Relations Board to
17 enact policies banning employers from permanently replacing
18 striking employees; and be it further

19 Resolved, That copies of this resolution be transmitted to the
20 President of the United States, the Speaker of the United States
21 House of Representatives, the President of the United States
22 Senate, the members of the Michigan congressional delegation, and
23 the Chairman of the National Labor Relations Board.