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SUPPORTING THE WAGE ACT

WHEREAS: Workers' wages have been stagnant for years and continue to fall behind even as the economy improves; and

WHEREAS: Forming a union and addressing wages and benefits through collective bargaining is the best way for working people to raise their own pay; and

WHEREAS: On average unionized workers earn \$207 more per week than non-unionized workers and unionized workers also have more access to paid holidays, paid sick leave, life insurance, medical and retirement benefits than workers who are not unionized; and

WHEREAS: Because collective bargaining emphasizes equal pay and fair treatment in the workplace, union membership can be especially beneficial to working women, workers of color and immigrant workers; and

WHEREAS: The National Labor Relations Act protects the rights of private-sector workers – union and nonunion - to engage in collective, concerted activity with their co-workers to win improvements on the job like equal pay, scheduling flexibility, paid sick days, and training and promotional activities; and

WHEREAS: Penalties against employers who interfere with or retaliate against workers for exercising their rights are pathetically weak and do not adequately protect workers' basic rights or deter employer law-breaking; and

WHEREAS: The National Labor Relations Act (NLRA) needs to be strengthened so that workers' rights to engage in collective action to win improvements on the job are protected, and so that employers who violate the law face penalties; and

WHEREAS: The Workplace Action for a Growing Economy (WAGE) Act would strengthen remedies under the NLRA by (1) requiring the NLRB to seek preliminary reinstatement of workers who are illegally fired in retaliation for exercising their rights to join together for improvements on the job; (2)

imposing financial penalties on employers, including corporate officers and directors, who violate their workers' rights; (3) provide triple back pay as a standard remedy when workers are discharged illegally; and (4) establishes the right for workers to bring their cases in court - as well as to the NLRB - just as they can under civil rights laws; and

WHEREAS: Until the law actually protects workers who come forward to demand better treatment, the rights they supposedly enjoy under the NLRA will remain empty promises.

THEREFORE BE IT RESOLVED THAT: The Ohio AFL-CIO calls upon our elected officials in Congress to support the WAGE Act and co-sponsor either the Senate or House bills (S. 2042 and H.R. 3514).

BE IT FURHER RESOLVED: The Ohio AFL-CIO calls upon all central labor councils and locals within our state to pass resolutions urging their members of Congress to co-sponsor and support the WAGE Act.

Submitted by: IAM & AW District Lodge 54