

# House Concurrent Resolution No. 36

## 94TH GENERAL ASSEMBLY

2025L.011

1                   **Whereas**, in 1935 the United States established by law that workers must be free  
2 to form unions; and

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4                   **Whereas**, the freedom to form or join a union is internationally recognized by the  
5 1948 Universal Declaration of Human Rights as a fundamental human right; and

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7                   **Whereas**, the free choice to join with others and bargain for better wages and  
8 benefits is essential to economic opportunity and good living standards; and

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10                  **Whereas**, unions benefit communities by strengthening living standards, stabilizing  
11 tax bases, promoting equal treatment, and enhancing civic participation; and

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13                  **Whereas**, states in which more people are union members are states with higher  
14 wages, better benefits, and better schools; and

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16                  **Whereas**, union workers receive better wages and benefits, with union workers  
17 earning 29% more than workers without a union, 35% more likely to have access to health  
18 insurance, and are 4 times more likely to have access to a guaranteed defined-benefit pension;  
19 and

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21                  **Whereas**, unions help raise workers' pay and narrow the income gap for minorities  
22 and women, by increasing median weekly earnings by 31% for union women workers, 31% for  
23 African-American workers, 50% for Latino workers, and 9% for Asian-American workers; and

24       **Whereas**, workers across the nation are routinely denied the freedom to form  
25 unions and bargain for a better life, with 25% of private-sector employees illegally firing at least  
26 one worker for union activity during organizing campaigns; and

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28       **Whereas**, 77% of the public believes it is important to have strong laws protecting  
29 the freedom for workers to make their own decision about having a union, and 58% of workers  
30 would join a union if they had a chance; and

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32       **Whereas**, employers often refuse to bargain fairly with workers after forming a  
33 union by dragging out first contract bargaining for up to two years in 45% of successful  
34 campaigns; and

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36       **Whereas**, each year millions of dollars are spent to frustrate workers' efforts to  
37 form unions, and most violations of workers' freedom to choose a union occur behind closed  
38 doors, with 78% of employers forcing employees to attend mandatory anti-union meetings; and

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40       **Whereas**, when the right of workers to form a union is violated, wages fall, race  
41 and gender pay gaps widen, workplace discrimination increases and job safety standards  
42 disappear; and

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44       **Whereas**, a worker's fundamental right to choose a union free from coercion and  
45 intimidation is a public issue that requires public policy solutions, including legislative remedies;  
46 and

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48       **Whereas**, the Employee Free Choice Act has been introduced in the United States  
49 Congress in order to restore workers' freedom to join a union; and

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51       **Whereas**, the Employee Free Choice Act will safeguard workers' ability to make  
52 their own decisions with these abuses, provide for first contract mediation and arbitration, and  
53 establish meaningful penalties when employers violate workers' rights:  
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55       **Now, therefore, be it resolved** that the members of the House of  
56 Representatives of the Ninety-fourth General Assembly, First Regular Session, the Senate  
57 concurring therein, hereby support the Employee Free Choice Act which would authorize the  
58 National Labor Relations Board to certify a union as the bargaining representative when a  
59 majority of employees voluntarily sign authorizations designating that union to represent them,  
60 provide for first contract mediation and arbitration, and establish meaningful penalties for  
61 violations of a worker's freedom to choose a union; and  
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63       **Be it further resolved** that the Missouri General Assembly urges the United  
64 States Congress to pass the Employee Free Choice Act to protect and preserve for America's  
65 workers their freedom to choose for themselves whether or not to form a union; and  
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67       **Be it further resolved** that the Chief Clerk of the Missouri House of  
68 Representatives be instructed to prepare properly inscribed copies of this resolution for each  
69 member of the Missouri Congressional delegation.