

TEMA/TÍTULO: Reparar Nuestras Leyes Laborales

PROPONENTE: Rev. William E. Exner

PÁGINA CYC:

PÁGINA LA:

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- 1 *Se resuelve*, con la aprobación de la Cámara de _____ que la 76ª Convención General de la
2 Iglesia Episcopal pida al Congreso de los Estados Unidos que apruebe, y al Presidente que
3 promulgue, legislación para la reforma laboral diseñada con el fin de proteger mejor a los
4 empleados que desean participar en negociación colectiva, de simplificar y perfeccionar los
5 procesos mediante los cuales los empleados pueden elegir organizarse y ayudar a los patrones y
6 empleados a llegar a un acuerdo. Dicha legislación contendría los siguientes elementos:
7 1. Proporcionar a los trabajadores la opción de buscar reconocimiento de sindicato, bien sea
8 por medio de elección o suscripción de la mayoría en tarjetas que posteriormente son verificadas
9 por el Consejo Nacional de Relaciones Laborales.
10 2. Adoptar remedios más eficaces para casos de violación de los derechos de los empleados
11 que los remedios para discriminación que disponen las leyes de derecho civil actuales.
12 3. Cuando los empleadores y sindicatos no puedan llegar a un acuerdo en su primer
13 encuentro de negociación colectiva en periodo razonable, resolver la disputa sometiéndola a
14 mediación y arbitraje neutro, vinculante; y asimismo
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16 *Se resuelve* que los miembros de la iglesia y la Oficina de Relaciones Gubernamentales
17 comunique la posición de la Iglesia Episcopal sobre este asunto al Presidente y a los Miembros
18 del Congreso y que abogue por la aprobación de legislatura federal de congruente con esta
19 Resolución.

EXPLANATION:

The Episcopal Church supports the right of workers to organize unions and to bargain collectively for better wages, hours and working conditions. The Executive Council in 1991 expressed alarm at reprisals taken against workers who seek to organize union, issuing the following statement: "The Executive Council deploras reprisals taken against workers who exercise their rights to initiate collective bargaining as protected by federal and state statutes; calls upon corporate and business leaders to respect the letter and the spirit of the National Labor Relations Act; supports all working Americans, whether organized into unions or not, in the struggle to restore fairness in the workplace; and calls upon our congregation and local communities to reach out to working people who have been denied their jobs, their respect and their livelihoods, joining with them in their struggle for justice and fair compensation." Some 60 million U.S. workers say they would join a union if they could, based on research conducted by Peter D. Hart Research Associates in December 2006. But when workers try to gain a voice on the job by forming a union, employers routinely respond with intimidation, harassment and retaliation. According to a survey of National Labor Relations Board (NLRB) election campaigns in 1998 and 1999 by Cornell University scholar Kate Bronfenbrenner, private-sector employers illegally fire employees for union activity in at least 25 percent of all efforts to join a union. Employees not fired fear losing their jobs if they support union representation. According to the Bronfenbrenner survey, management forces employees to attend group anti-union presentations in 92 percent of all

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union campaigns. Another study revealed that 79 percent of workers believe that workers are "very" or "somewhat" likely to be fired for trying to form a union. If employers do break the law, current penalties are so ineffective that companies often treat them as a cost of doing business. For example, the penalty for threatening the jobs of union organizers is to post a notice promising not to do it again. And if an employer illegally fires, demotes, or suspends a worker for trying to unionize - the penalty is to reinstate her to her previous post and pay back wages, minus any she earned in the interim. And it often takes years of legal wrangling to resolve these cases, which means workers often move on to new jobs because they can't afford to wait for reinstatement. If the penalties were similar to those of federal civil rights laws, workers could be awarded cash damages and violators could be fined, which would strengthen enforcement efforts. The Employee Free Choice Act would reform the nation's basic labor laws by requiring employers to recognize a union after a majority of workers sign cards authorizing union representation. It also would provide mediation and arbitration for first-contract disputes and establish stronger penalties for violation of the rights of workers seeking to form unions or negotiate first contracts.

BALLOT RESULTS:

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