

RESOLUTION ON
SUPPORT FOR FREEDOM TO FORM UNIONS:
THE EMPLOYEE FREE CHOICE ACT

WHEREAS, the ALA-Allied Professional Association (ALA-APA) believes that the right to form a union is a fundamental human right and that workers should have the freedom to form unions and bargain collectively without employer interference; and

WHEREAS, Human Rights Watch has documented that the United States has a poor record with respect to protection of these important rights, and

WHEREAS, the failure to protect freedom to form unions is exacting a heavy economic, social and political toll on workers and communities across the United States, such tolls including but not limited to suppressed wages, decreased job quality, worsened economic inequality, erosion of support for public education, the unraveling of public and private safety net protections, the denial of justice and democracy in the workplace, and decreased political participation; and

WHEREAS, the majority of library employees work in the public sector and therefore are covered by state collective bargaining laws which in many cases are even less protective of workers' rights than the National Labor Relations Act; and

WHEREAS, the American Library Association has an established policy, 54.10 Library Personnel Practices, Collective Bargaining, which affirms the right of eligible library employees to organize and bargain collectively.

THEREFORE BE IT RESOLVED, that the ALA-APA urge Congress to co-sponsor and actively support the Employee Free Choice Act;

~~BE IT FURTHER RESOLVED, that ALA-APA urge the National Labor Relations Board (NLRB) to refrain from further attacks on workers' rights, such as new restrictions on voluntary recognition agreements (VRAs), and~~

BE IT FURTHER RESOLVED, that ALA-APA urge employers in both the public and private sector, especially within libraries and archives, to uphold and respect the fundamental human right of their employees to form unions and bargain collectively.

BE IT FURTHER RESOLVED, that this resolution be disseminated as deemed advisable by the ALA-APA Executive Director.