

114TH CONGRESS  
1ST SESSION

# H. R. 3222

To provide protections for workers with respect to their right to select or refrain from selecting representation by a labor organization.

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## IN THE HOUSE OF REPRESENTATIVES

JULY 27, 2015

Mr. TOM PRICE of Georgia (for himself, Mr. BILIRAKIS, Mr. BROOKS of Alabama, Mr. CARTER of Georgia, Mr. CARTER of Texas, Mr. DESJARLAIS, Mr. DUNCAN of South Carolina, Mr. FINCHER, Mr. GOSAR, Mr. HARDY, Mrs. HARTZLER, Mr. HENSARLING, Mr. HUDSON, Mr. HUELSKAMP, Mr. KING of Iowa, Mr. LAMALFA, Mrs. LOVE, Mr. MCCLINTOCK, Mr. MESSER, Mr. MILLER of Florida, Mr. MULVANEY, Mr. NUGENT, Mr. POMPEO, Mr. ROONEY of Florida, Mr. ROUZER, Mr. SCHWEIKERT, Mr. STEWART, Mr. WESTMORELAND, Mr. WILSON of South Carolina, Mr. YOHO, and Mr. WOODALL) introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To provide protections for workers with respect to their right to select or refrain from selecting representation by a labor organization.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Employee Rights Act”.

1 **SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELA-**  
2 **TIONS ACT.**

3 (a) UNFAIR LABOR PRACTICES.—Section 8(b)(1) of  
4 the National Labor Relations Act (29 U.S.C. 158(b)(1))  
5 is amended by inserting “interfere with” before “re-  
6 strain”.

7 (b) REPRESENTATIVES AND ELECTIONS.—Section 9  
8 of the National Labor Relations Act (29 U.S.C. 159) is  
9 amended—

10 (1) in subsection (a)—

11 (A) by striking “designated or selected for  
12 the purposes of collective bargaining” and in-  
13 serting “for the purposes of collective bar-  
14 gaining selected by secret ballot in an election  
15 conducted by the Board,”; and

16 (B) by inserting before the period the fol-  
17 lowing: “: *Provided further*, That, for purposes  
18 of determining the majority of the employees in  
19 a secret ballot election in a unit, the term ‘ma-  
20 jority’ shall mean the majority of all the em-  
21 ployees in the unit, and not the majority of em-  
22 ployees voting in the election”; and

23 (2) in subsection (e), by adding at the end the  
24 following:

25 “(3) Whenever any certified or voluntarily recognized  
26 bargaining unit existing on or after the date of enactment

1 of the Employee Rights Act experiences turnover, expan-  
2 sion, or alteration by merger of unit represented employ-  
3 ees exceeding 50 percent of the bargaining unit on such  
4 date and (A) the unit represented employees are covered  
5 by a negotiated and agreed-upon collective agreement in  
6 effect between a labor organization representative and an  
7 employer, the Board shall conduct a secret paper ballot  
8 election among the represented employees in the bar-  
9 gaining unit between the 120th day and 110th day prior  
10 to the collective agreement's expiration or prior to the con-  
11 clusion of three years, whichever occurs earlier, or (B)  
12 there is no negotiated collective agreement then in effect  
13 between a labor organization and an employer, the Board  
14 shall conduct a secret paper ballot election among the rep-  
15 resented employees in the bargaining unit within 30 days.  
16 Thereafter, a secret ballot election shall again be con-  
17 ducted under the same conditions and procedures when-  
18 ever the recognized bargaining unit experiences turnover,  
19 expansion, or alteration by merger of unit represented em-  
20 ployees exceeding 50 percent of the bargaining unit then  
21 in existence at the time of the preceding secret paper bal-  
22 lot election. The election shall be conducted without regard  
23 to the pendency of any unfair labor practice charge  
24 against the employer or the labor organization representa-  
25 tive and the Board shall rule on any objections to the elec-

1 tion pursuant to its established timeframes for resolving  
 2 such matters. If a majority of the votes cast in a valid  
 3 election reject the continuing representation by the labor  
 4 organization, the Board shall withdraw the labor organiza-  
 5 tion’s certification, the labor organization shall cease rep-  
 6 resentation of employees in the bargaining unit, and any  
 7 obligations to or on behalf of the labor organization in a  
 8 collectively bargained contract then in effect shall termi-  
 9 nate.”.

10 (c) FAIR REPRESENTATION IN ELECTIONS.—Section  
 11 9 of the National Labor Relations Act (29 U.S.C. 159)  
 12 is amended—

13 (1) in subsection (b), by inserting “prior to an  
 14 election” after “in each case”; and

15 (2) in subsection (c)—

16 (A) in the flush matter following para-  
 17 graph (1)(B)—

18 (i) by inserting “of 14 days in ad-  
 19 vance” after “appropriate hearing upon  
 20 due notice”;

21 (ii) by inserting “, and a review of  
 22 post-hearing appeals,” after “the record of  
 23 such hearing”; and

24 (iii) by adding at the end the fol-  
 25 lowing: “The employer shall provide the

1 Board a list consisting only of employee  
2 names and home addresses of all eligible  
3 voters within 7 days following the Board’s  
4 determination of the appropriate unit or  
5 following any agreement between the em-  
6 ployer and the labor organization regard-  
7 ing the eligible voters. Any employee may  
8 elect to be excluded from such list by noti-  
9 fying the employer in writing.”; and  
10 (B) by adding at the end the following:

11 “(6)(A) No election shall take place after the filing  
12 of any petition unless and until—

13 “(i) a hearing is conducted before a qualified  
14 hearing officer in accordance with due process on  
15 any and all material, factual issues regarding juris-  
16 diction, statutory coverage, appropriate unit, unit in-  
17 clusion or exclusion, or eligibility of individuals; and

18 “(ii) the issues are resolved by a Regional Di-  
19 rector, subject to appeal and review, or by the  
20 Board.

21 “(B) No election results shall be final and no labor  
22 organization shall be certified as the bargaining represent-  
23 ative of the employees in an appropriate unit unless and  
24 until the Board has ruled on—

1           “(i) each pre-election issue not resolved before  
2           the election; and

3           “(ii) the Board conducts a hearing in accord-  
4           ance with due process and resolves each issue per-  
5           taining to the conduct or results of the election.”.

6           (d) PENALTIES.—Section 10 of the National Labor  
7           Relations Act (29 U.S.C. 160) is amended by inserting  
8           after the second sentence following the second proviso, the  
9           following: “Any labor organization found to have inter-  
10          fered with, restrained, or coerced employees in the exercise  
11          of their rights under section 7 to form or join a labor orga-  
12          nization or to refrain therefrom, including the filing of a  
13          decertification petition, shall be liable for wages lost and  
14          union dues or fees collected unlawfully, if any, and an ad-  
15          ditional amount as liquidated damages. Any labor organi-  
16          zation found to have interfered with, restrained, or coerced  
17          an employee in connection with the filing of a decertifica-  
18          tion petition shall be prohibited from filing objections to  
19          an election held pursuant to such petition.”.

20       **SEC. 3. AMENDMENTS TO THE LABOR-MANAGEMENT RE-**  
21                               **PORTING AND DISCLOSURE ACT OF 1959.**

22          (a) DEFINITION.—Section 3(k) of the Labor-Man-  
23          agement Reporting and Disclosure Act of 1959 (29 U.S.C.  
24          402(k)) is amended by striking “ballot, voting machine,  
25          or otherwise, but” and inserting “paper ballot, voting ma-

1 chine, or electronic ballot cast in the privacy of a voting  
2 booth and”.

3 (b) RIGHTS OF MEMBERS.—Section 101(a)(1) of the  
4 Labor-Management Reporting and Disclosure Act of 1959  
5 (29 U.S.C. 411(a)(1)) is amended by adding at the end  
6 the following “Every employee in a bargaining unit rep-  
7 resented by a labor organization, regardless of member-  
8 ship status in the labor organization, shall have the same  
9 right as members to vote by secret ballot regarding wheth-  
10 er to ratify a collective bargaining agreement with, or to  
11 engage in, a strike or refusal to work of any kind against  
12 their employer.”.

13 (c) RIGHT NOT TO SUBSIDIZE UNION NON-  
14 REPRESENTATIONAL ACTIVITIES.—Title I of the Labor-  
15 Management Reporting and Disclosure Act of 1959 (29  
16 U.S.C. 411 et seq.) is amended by adding at the end the  
17 following:

18 **“SEC. 106. RIGHT NOT TO SUBSIDIZE UNION NON-**  
19 **REPRESENTATIONAL ACTIVITIES.**

20 “No employee’s union dues, fees, or assessments or  
21 other contributions shall be used or contributed to any  
22 person, organization, or entity for any purpose not directly  
23 related to the labor organization’s collective bargaining or  
24 contract administration functions on behalf of the rep-  
25 resented unit employee unless the employee member, or

1 nonmember required to make such payments as a condi-  
2 tion of employment, authorizes such expenditure in writ-  
3 ing, after a notice period of not less than 35 days. An  
4 initial authorization provided by an employee under the  
5 preceding sentence shall expire not later than 1 year after  
6 the date on which such authorization is signed by the em-  
7 ployee. There shall be no automatic renewal of an author-  
8 ization under this section.”.

9 (d) LIMITATIONS.—Section 101(a) of the Labor-  
10 Management Reporting and Disclosure Act of 1959 (29  
11 U.S.C. 411(a)) is amended by adding at the end the fol-  
12 lowing:

13 “(6) LIMITATION.—No strike shall commence with-  
14 out the consent of a majority of all represented unit em-  
15 ployees affected, determined by a secret ballot vote con-  
16 ducted by a neutral, private organization chosen by agree-  
17 ment between the employer and the labor organization in-  
18 volved. In any case in which the employer involved has  
19 made an offer for a collective bargaining agreement, the  
20 represented unit employees involved shall be provided the  
21 opportunity for a secret ballot vote on such offer prior to  
22 any vote relating to the commencement of a strike. The  
23 cost of any such election shall be borne by the labor orga-  
24 nization.”.



1 (e) REPORTING BY LABOR ORGANIZATIONS.—Section  
2 201(c) of the Labor-Management Reporting and Disclo-  
3 sure Act of 1959 (29 U.S.C. 431(c)) is amended—

4 (1) by inserting “and the independently verified  
5 annual audit report of the labor organization’s fi-  
6 nancial condition and operations” after “required to  
7 be contained in such report”;

8 (2) by inserting “and represented unit nonmem-  
9 bers” after “members”;

10 (3) by inserting “and represented unit non-  
11 member” after “any member”;

12 (4) by striking “and” after “any books,  
13 records,”; and

14 (5) by inserting “, and independently verified  
15 annual audit report of the labor organization’s fi-  
16 nancial condition and operations” before “necessary  
17 to verify such report.”.

18 (f) ACTS OF VIOLENCE.—Section 610 of the Labor-  
19 Management Reporting and Disclosure Act of 1959 (29  
20 U.S.C. 530) is amended—

21 (1) by striking “It shall” and inserting “(a) It  
22 shall”; and

23 (2) by adding at the end the following:

24 “(b) It shall be unlawful for any person, through the  
25 use of force or violence, or threat of the use of force or

1 violence, to restrain, coerce, or intimidate, or attempt to  
2 restrain, coerce, or intimidate any person for the purpose  
3 of obtaining from any person any right to represent em-  
4 ployees or any compensation or other term or condition  
5 of employment. Any person who willfully violates this sub-  
6 section shall be fined not more than \$100,000 or impris-  
7 oned for not more than 10 years, or both.

8       “(c) The lawfulness of a labor organization’s objec-  
9 tives shall not remove or exempt from the definition of  
10 extortion conduct by the labor organization or its agents  
11 that otherwise constitutes extortion as defined by section  
12 1951(b)(2) of title 18, United States Code, from the defi-  
13 nition of extortion.”.

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