

LABOR REFORM LEGISLATION SUMMARY

It has been nearly 100 years since the core of our nation's labor laws were passed. Since then, the economy and the way we work has changed. Congress needs to update labor laws for businesses, unions and workers to make our nation competitive in a 21st century economy.

The below legislation would:

- **Expand worker choice** by protecting the integrity of union elections, helping workers reach a first contract in a timely manner, and enhancing workers' opportunity to determine whether a union contract is working for them.
- **Protect worker rights** by making it easier for workers to expect fair and consistent outcomes that are resolved quickly when they have a grievance. Creating predictability at the National Labor Relations Board (NLRB) and disincentivizing frivolous or egregious claims will ensure faster, fairer results for workers.
- **Strengthen worker voice** by letting workers determine how to use their hard-earned dollars. This is particularly true when it comes to political spending. Workers' union dues should be primarily used to support unionization and representative activities, not political causes.

THE WORKER RESULTS (REFORMING ELECTIONS FOR SPEEDY AND UNIMPEDED LABOR TALKS) ACT

Congress should empower American workers to make choices when it comes to their labor rights – and protect those choices. This legislation would:

- Strengthen the integrity of union elections by requiring a secret ballot election and a quorum of at least two-thirds of the bargaining unit to participate in the union election to ensure the election reflects the will of the workers.
- Create a stronger link between a union election and a first collective bargaining agreement by aligning workers' first opportunity to choose a different union or not have a union with their first collective bargaining agreement.
- Expand workers' ability to choose by increasing the window period during which workers may vote on continuing their relationship with their union from 30 days to 90 days, ensuring such window periods occur every two years, and codifying a Trump blocking charges rule to streamline and expedite union elections.

THE NLRB STABILITY ACT

The NLRB's practice of overturning years of precedent has created instability and uncertainty for workers.

- This bill would require that the NLRB follow federal court precedent by addressing its "non-acquiescence" doctrine, which allows the Board to ignore federal court of appeals rulings.

THE FAIRNESS IN FILING ACT

Unfair labor practice charges are often filed to gain leverage, exert pressure, or extend timelines during negotiation and unionization efforts. According to the NLRB, as a result, roughly 50 percent of unfair labor practice charges are dismissed outright.

- This bill would require evidence as part of the filing of an unfair labor practice charge, the sharing of evidence with parties, and penalties for the filing of a frivolous unfair labor practice charge.
- Requiring evidence when a charge is filed would help clear the NLRB's growing backlog by ensuring the Board does not have to sift through and investigate unfair labor practice charges that lack evidence and are filed as a delay or distraction tactic.
- This will expedite NLRB processes and allow the Board to focus its limited resources on resolving cases with merit, benefiting workers waiting for a decision while not making it more difficult for them to file an unfair labor practice charge.

THE UNION MEMBERS RIGHT TO KNOW ACT

Unions are required to inform workers of their rights when opting out of union political spending under *Beck v. Communication Workers of America* and Title VII of the Civil Rights Act. However, this information is often difficult to find or effectively inaccessible.

- This bill would require that unions clearly and regularly provide workers with a summary of their rights to object to their dues subsidizing union political spending.
- Workers would also need to opt-in to their dues going to nonrepresentational activities, ensuring that they have the right not to subsidize political speech they disagree with.