ROM25673 5TV S.L.C.

119	TH CONGRESS 1ST SESSION
Т	o amend the National Labor Relations Act to protect worker privacy, and for other purposes.
	IN THE SENATE OF THE UNITED STATES
Mr.	Scott of South Carolina (for himself and Mr. Cassidy) introduced the following bill; which was read twice and referred to the Committee or
	A BILL
	To amend the National Labor Relations Act to protect worker privacy, and for other purposes.
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 "Worker Privacy Act".
5	SEC. 2. PROTECTING WORKER PRIVACY.
6	(a) Notice of Rights and Protections; Votes
7	REGISTRATION LISTS —

(1) IN GENERAL.—Section 9(c) of the National

Labor Relations Act (29 U.S.C. 159(c)) is amended

by adding at the end the following:

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1	(b) Whenever the Board directs an election under
2	this subsection or approves an election agreement, the em
3	ployer of employees in the bargaining unit shall, not late
4	than two business days after the Board directs such elec
5	tion or approves such election agreement, provide a vote
6	list to each labor organization that has petitioned to rep
7	resent such employees, which shall include the names o
8	all employees in the bargaining unit and not more than
9	one additional form of personal contact information for
10	the employee (such as a telephone number, an email ad
11	dress, or a mailing address) chosen by the employee in
12	writing. The voter list shall be provided in a searchable
13	electronic format generally approved by the Board unless
14	the employer certifies that the employer does not possess
15	the capacity to produce the list in the required form. No
16	later than nine months after the date of enactment of the
17	Worker Privacy Act, the Board shall promulgate regula
18	tions implementing the requirements of this paragraph."
19	(2) Unfair labor practice.—Section 8(a) o
20	the National Labor Relations Act (29 U.S.C
21	158(a)) is amended—
22	(A) in paragraph (5), by striking the pe
23	riod and inserting "; and; and
24	(B) by adding at the end the following:

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1 "(6) to violate any requirement under section 2 9(c)(6).". 3 (b) Labor Organization Use of Personal In-4 FORMATION.—Section 8(b) of the National Labor Rela-5 tions Act (29 U.S.C. 158(b)) is amended— 6 (1) in paragraph (6), by striking "; and" and 7 inserting a semicolon; 8 (2) in paragraph (7), in the flush text after 9 subparagraph (C), by striking the period and insert-10 ing "; and; and 11 (3) by adding at the end the following: 12 "(8) to fail to protect the personal information 13 of an employee provided by an employer under sec-14 tion 9(c)(6) (such as by selling the information to a 15 third-party or using the information for political ac-16 tivism), to use the information received under such 17 section for any reason other than a representation 18 proceeding, or to use such information after the con-19 clusion of a representation proceeding, except that 20 nothing in this paragraph shall preclude a labor or-21 ganization from collecting or using personal informa-22 tion of an employee that is voluntarily provided to 23 the labor organization by the employee.".