

119TH CONGRESS
1ST SESSION

S. _____

To amend the National Labor Relations Act to protect employees from harassment and abuse, and for other purposes.

IN THE SENATE OF THE UNITED STATES

_____ introduced the following bill; which was read twice
and referred to the Committee on _____

A BILL

To amend the National Labor Relations Act to protect employees from harassment and abuse, 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 “Protection on the Pick-
5 et Line Act”.

6 **SEC. 2. PROTECTING EMPLOYEES FROM HARASSMENT AND**
7 **ABUSE.**

8 Section 8 of the National Labor Relations Act (29
9 U.S.C. 158) is amended by adding at the end the fol-
10 lowing:

1 “(h) In any case in which an employer takes discipli-
2 nary action against an employee for harassment or abuse
3 that occurs in the course of activity protected under sec-
4 tion 7, it shall not be an unfair labor practice under this
5 section for the employer to take such disciplinary action
6 unless—

7 “(1) the General Counsel makes an initial
8 showing that—

9 “(A) the employee engaged in activity pro-
10 tected under section 7;

11 “(B) the employer knew of that activity;
12 and

13 “(C) the employer had animus against that
14 activity, as proven with evidence sufficient to
15 establish a causal relationship between the dis-
16 ciplinary action and the activity protected under
17 section 7; and

18 “(2) the employer has not met the burden of
19 persuasion to prove that the employer would have
20 taken the same disciplinary action in the absence of
21 the activity protected under section 7.”.