

## S 1925

Employee Free Choice Act

**Congress:** 108 (2003–2005, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Nov 21, 2003

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Nov 21, 2003)

**Official Text:** <https://www.congress.gov/bill/108th-congress/senate-bill/1925>

### Sponsor

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**Name:** Sen. Kennedy, Edward M. [D-MA]

**Party:** Democratic • **State:** MA • **Chamber:** Senate

## Cosponsors (37 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		Nov 21, 2003
Sen. Bayh, Evan [D-IN]	D · IN		Nov 21, 2003
Sen. Biden, Joseph R., Jr. [D-DE]	D · DE		Nov 21, 2003
Sen. Boxer, Barbara [D-CA]	D · CA		Nov 21, 2003
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Nov 21, 2003
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Nov 21, 2003
Sen. Dayton, Mark [D-MN]	D · MN		Nov 21, 2003
Sen. Dodd, Christopher J. [D-CT]	D · CT		Nov 21, 2003
Sen. Durbin, Richard J. [D-IL]	D · IL		Nov 21, 2003
Sen. Edwards, John [D-NC]	D · NC		Nov 21, 2003
Sen. Feingold, Russell D. [D-WI]	D · WI		Nov 21, 2003
Sen. Harkin, Tom [D-IA]	D · IA		Nov 21, 2003
Sen. Inouye, Daniel K. [D-HI]	D · HI		Nov 21, 2003
Sen. Kerry, John F. [D-MA]	D · MA		Nov 21, 2003
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		Nov 21, 2003
Sen. Leahy, Patrick J. [D-VT]	D · VT		Nov 21, 2003
Sen. Levin, Carl [D-MI]	D · MI		Nov 21, 2003
Sen. Lieberman, Joseph I. [D-CT]	D · CT		Nov 21, 2003
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Nov 21, 2003
Sen. Murray, Patty [D-WA]	D · WA		Nov 21, 2003
Sen. Rockefeller, John D., IV [D-WV]	D · WV		Nov 21, 2003
Sen. Schumer, Charles E. [D-NY]	D · NY		Nov 21, 2003
Sen. Stabenow, Debbie [D-MI]	D · MI		Nov 24, 2003
Sen. Cantwell, Maria [D-WA]	D · WA		Dec 9, 2003
Sen. Dorgan, Byron L. [D-ND]	D · ND		Dec 9, 2003
Sen. Sarbanes, Paul S. [D-MD]	D · MD		Dec 9, 2003
Sen. Reed, Jack [D-RI]	D · RI		Feb 10, 2004
Sen. Wyden, Ron [D-OR]	D · OR		Feb 23, 2004
Sen. Bingaman, Jeff [D-NM]	D · NM		Mar 1, 2004
Sen. Conrad, Kent [D-ND]	D · ND		Mar 1, 2004
Sen. Byrd, Robert C. [D-WV]	D · WV		Jun 18, 2004
Sen. Feinstein, Dianne [D-CA]	D · CA		Jul 15, 2004
Sen. Campbell, Ben Nighthorse [R-CO]	R · CO		Sep 7, 2004
Sen. Specter, Arlen [R-PA]	R · PA		Sep 7, 2004
Sen. Reid, Harry [D-NV]	D · NV		Sep 21, 2004
Sen. Carper, Thomas R. [D-DE]	D · DE		Sep 23, 2004
Sen. Landrieu, Mary L. [D-LA]	D · LA		Nov 16, 2004

## Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Nov 21, 2003

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
108 HR 3619	Identical bill	<b>Jan 30, 2004:</b> Referred to the Subcommittee on Employer-Employee Relations.

Summary (as of Nov 21, 2003)

Employee Free Choice Act - Amends the National Labor Relations Act to require the National Labor Relations Board to certify a bargaining representative without directing an election if a majority of the bargaining unit employees have authorized designation of the representative and there is no other individual or labor organization currently certified or recognized as the exclusive representative of any of the employees in the unit.

Sets forth special procedural requirements for reaching an initial collective bargaining agreement following certification or recognition.

Revises enforcement requirements with respect to unfair labor practices during union organizing drives. Provides, under injunction provisions, for priority to be given to preliminary investigation of charges of violations by employers or other entities. Adds to remedies for such violations: (1) back pay plus liquidated damages; and (2) additional civil penalties.

Actions Timeline

- **Nov 21, 2003:** Introduced in Senate
- **Nov 21, 2003:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.