

HR 3619

Employee Free Choice Act

Congress: 108 (2003–2005, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Nov 21, 2003

Current Status: Referred to the Subcommittee on Employer-Employee Relations.

Latest Action: Referred to the Subcommittee on Employer-Employee Relations. (Jan 30, 2004)

Official Text: <https://www.congress.gov/bill/108th-congress/house-bill/3619>

Sponsor

Name: Rep. Miller, George [D-CA-7]

Party: Democratic • **State:** CA • **Chamber:** House

Cosponsors (209 total)

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Del. Christensen, Donna M. [D-VI-At Large] | D · VI | | Nov 21, 2003 |
| Rep. Abercrombie, Neil [D-HI-1] | D · HI | | Nov 21, 2003 |
| Rep. Allen, Thomas H. [D-ME-1] | D · ME | | Nov 21, 2003 |
| Rep. Andrews, Robert E. [D-NJ-1] | D · NJ | | Nov 21, 2003 |
| Rep. Baca, Joe [D-CA-43] | D · CA | | Nov 21, 2003 |
| Rep. Baird, Brian [D-WA-3] | D · WA | | Nov 21, 2003 |
| Rep. Bishop, Timothy H. [D-NY-1] | D · NY | | Nov 21, 2003 |
| Rep. Brown, Corrine [D-FL-3] | D · FL | | Nov 21, 2003 |
| Rep. Brown, Sherrod [D-OH-13] | D · OH | | Nov 21, 2003 |
| Rep. Cardoza, Dennis A. [D-CA-18] | D · CA | | Nov 21, 2003 |
| Rep. Carson, Julia [D-IN-7] | D · IN | | Nov 21, 2003 |
| Rep. Conyers, John, Jr. [D-MI-14] | D · MI | | Nov 21, 2003 |
| Rep. Davis, Danny K. [D-IL-7] | D · IL | | Nov 21, 2003 |
| Rep. Delahunt, William D. [D-MA-10] | D · MA | | Nov 21, 2003 |
| Rep. DeLauro, Rosa L. [D-CT-3] | D · CT | | Nov 21, 2003 |
| Rep. Deutsch, Peter [D-FL-20] | D · FL | | Nov 21, 2003 |
| Rep. Doyle, Michael F. [D-PA-14] | D · PA | | Nov 21, 2003 |
| Rep. Evans, Lane [D-IL-17] | D · IL | | Nov 21, 2003 |
| Rep. Gephardt, Richard A. [D-MO-3] | D · MO | | Nov 21, 2003 |
| Rep. Grijalva, Raúl M. [D-AZ-7] | D · AZ | | Nov 21, 2003 |
| Rep. Gutierrez, Luis V. [D-IL-4] | D · IL | | Nov 21, 2003 |
| Rep. Hastings, Alcee L. [D-FL-23] | D · FL | | Nov 21, 2003 |
| Rep. Hinchey, Maurice D. [D-NY-22] | D · NY | | Nov 21, 2003 |
| Rep. Hinojosa, Ruben [D-TX-15] | D · TX | | Nov 21, 2003 |
| Rep. Hoeffel, Joseph M. [D-PA-13] | D · PA | | Nov 21, 2003 |
| Rep. Holden, Tim [D-PA-17] | D · PA | | Nov 21, 2003 |
| Rep. Holt, Rush [D-NJ-12] | D · NJ | | Nov 21, 2003 |
| Rep. Honda, Michael M. [D-CA-15] | D · CA | | Nov 21, 2003 |
| Rep. Hoyer, Steny H. [D-MD-5] | D · MD | | Nov 21, 2003 |
| Rep. Jackson, Jesse L., Jr. [D-IL-2] | D · IL | | Nov 21, 2003 |
| Rep. Jones, Stephanie Tubbs [D-OH-11] | D · OH | | Nov 21, 2003 |
| Rep. Kildee, Dale E. [D-MI-5] | D · MI | | Nov 21, 2003 |
| Rep. Kilpatrick, Carolyn C. [D-MI-13] | D · MI | | Nov 21, 2003 |
| Rep. Kind, Ron [D-WI-3] | D · WI | | Nov 21, 2003 |
| Rep. King, Peter T. [R-NY-3] | R · NY | | Nov 21, 2003 |
| Rep. Kucinich, Dennis J. [D-OH-10] | D · OH | | Nov 21, 2003 |
| Rep. Langevin, James R. [D-RI-2] | D · RI | | Nov 21, 2003 |
| Rep. Lantos, Tom [D-CA-12] | D · CA | | Nov 21, 2003 |
| Rep. Lee, Barbara [D-CA-9] | D · CA | | Nov 21, 2003 |
| Rep. Levin, Sander M. [D-MI-12] | D · MI | | Nov 21, 2003 |
| Rep. Lynch, Stephen F. [D-MA-9] | D · MA | | Nov 21, 2003 |

| Cosponsor | Party / State | Role | Date Joined |
|---|---------------|------|--------------|
| Rep. Maloney, Carolyn B. [D-NY-14] | D · NY | | Nov 21, 2003 |
| Rep. Matsui, Robert T. [D-CA-5] | D · CA | | Nov 21, 2003 |
| Rep. McCarthy, Carolyn [D-NY-4] | D · NY | | Nov 21, 2003 |
| Rep. McCollum, Betty [D-MN-4] | D · MN | | Nov 21, 2003 |
| Rep. McGovern, James P. [D-MA-3] | D · MA | | Nov 21, 2003 |
| Rep. McNulty, Michael R. [D-NY-21] | D · NY | | Nov 21, 2003 |
| Rep. Meehan, Martin T. [D-MA-5] | D · MA | | Nov 21, 2003 |
| Rep. Michaud, Michael H. [D-ME-2] | D · ME | | Nov 21, 2003 |
| Rep. Millender-McDonald, Juanita [D-CA-37] | D · CA | | Nov 21, 2003 |
| Rep. Nadler, Jerrold [D-NY-8] | D · NY | | Nov 21, 2003 |
| Rep. Owens, Major R. [D-NY-11] | D · NY | | Nov 21, 2003 |
| Rep. Pallone, Frank, Jr. [D-NJ-6] | D · NJ | | Nov 21, 2003 |
| Rep. Pascrell, Bill, Jr. [D-NJ-8] | D · NJ | | Nov 21, 2003 |
| Rep. Pastor, Ed [D-AZ-4] | D · AZ | | Nov 21, 2003 |
| Rep. Payne, Donald M. [D-NJ-10] | D · NJ | | Nov 21, 2003 |
| Rep. Pelosi, Nancy [D-CA-8] | D · CA | | Nov 21, 2003 |
| Rep. Peterson, Collin C. [D-MN-7] | D · MN | | Nov 21, 2003 |
| Rep. Rahall, Nick J., II [D-WV-3] | D · WV | | Nov 21, 2003 |
| Rep. Rodriguez, Ciro D. [D-TX-28] | D · TX | | Nov 21, 2003 |
| Rep. Rush, Bobby L. [D-IL-1] | D · IL | | Nov 21, 2003 |
| Rep. Ryan, Tim [D-OH-17] | D · OH | | Nov 21, 2003 |
| Rep. Sabo, Martin Olav [D-MN-5] | D · MN | | Nov 21, 2003 |
| Rep. Sánchez, Linda T. [D-CA-39] | D · CA | | Nov 21, 2003 |
| Rep. Sanders, Bernard [I-VT-At Large] | I · VT | | Nov 21, 2003 |
| Rep. Schakowsky, Janice D. [D-IL-9] | D · IL | | Nov 21, 2003 |
| Rep. Serrano, Jose E. [D-NY-16] | D · NY | | Nov 21, 2003 |
| Rep. Sherman, Brad [D-CA-27] | D · CA | | Nov 21, 2003 |
| Rep. Simmons, Rob [R-CT-2] | R · CT | | Nov 21, 2003 |
| Rep. Slaughter, Louise McIntosh [D-NY-28] | D · NY | | Nov 21, 2003 |
| Rep. Smith, Christopher H. [R-NJ-4] | R · NJ | | Nov 21, 2003 |
| Rep. Solis, Hilda L. [D-CA-32] | D · CA | | Nov 21, 2003 |
| Rep. Stark, Fortney Pete [D-CA-13] | D · CA | | Nov 21, 2003 |
| Rep. Tierney, John F. [D-MA-6] | D · MA | | Nov 21, 2003 |
| Rep. Udall, Tom [D-NM-3] | D · NM | | Nov 21, 2003 |
| Rep. Van Hollen, Chris [D-MD-8] | D · MD | | Nov 21, 2003 |
| Rep. Waxman, Henry A. [D-CA-30] | D · CA | | Nov 21, 2003 |
| Rep. Weiner, Anthony D. [D-NY-9] | D · NY | | Nov 21, 2003 |
| Rep. Wexler, Robert [D-FL-19] | D · FL | | Nov 21, 2003 |
| Rep. Woolsey, Lynn C. [D-CA-6] | D · CA | | Nov 21, 2003 |
| Rep. Wu, David [D-OR-1] | D · OR | | Nov 21, 2003 |
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC | | Dec 8, 2003 |
| Rep. Ackerman, Gary L. [D-NY-5] | D · NY | | Dec 8, 2003 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Baldwin, Tammy [D-WI-2] | D · WI | | Dec 8, 2003 |
| Rep. Bell, Chris [D-TX-25] | D · TX | | Dec 8, 2003 |
| Rep. Berman, Howard L. [D-CA-28] | D · CA | | Dec 8, 2003 |
| Rep. Blumenauer, Earl [D-OR-3] | D · OR | | Dec 8, 2003 |
| Rep. Capps, Lois [D-CA-23] | D · CA | | Dec 8, 2003 |
| Rep. Clay, Wm. Lacy [D-MO-1] | D · MO | | Dec 8, 2003 |
| Rep. Costello, Jerry F. [D-IL-12] | D · IL | | Dec 8, 2003 |
| Rep. Davis, Lincoln [D-TN-4] | D · TN | | Dec 8, 2003 |
| Rep. Davis, Susan A. [D-CA-53] | D · CA | | Dec 8, 2003 |
| Rep. DeGette, Diana [D-CO-1] | D · CO | | Dec 8, 2003 |
| Rep. Dicks, Norman D. [D-WA-6] | D · WA | | Dec 8, 2003 |
| Rep. Farr, Sam [D-CA-17] | D · CA | | Dec 8, 2003 |
| Rep. Green, Gene [D-TX-29] | D · TX | | Dec 8, 2003 |
| Rep. Hooley, Darlene [D-OR-5] | D · OR | | Dec 8, 2003 |
| Rep. Israel, Steve [D-NY-2] | D · NY | | Dec 8, 2003 |
| Rep. Kennedy, Patrick J. [D-RI-1] | D · RI | | Dec 8, 2003 |
| Rep. Kleczka, Gerald D. [D-WI-4] | D · WI | | Dec 8, 2003 |
| Rep. Lewis, John [D-GA-5] | D · GA | | Dec 8, 2003 |
| Rep. Markey, Edward J. [D-MA-7] | D · MA | | Dec 8, 2003 |
| Rep. Meek, Kendrick B. [D-FL-17] | D · FL | | Dec 8, 2003 |
| Rep. Napolitano, Grace F. [D-CA-38] | D · CA | | Dec 8, 2003 |
| Rep. Oberstar, James L. [D-MN-8] | D · MN | | Dec 8, 2003 |
| Rep. Olver, John W. [D-MA-1] | D · MA | | Dec 8, 2003 |
| Rep. Rothman, Steven R. [D-NJ-9] | D · NJ | | Dec 8, 2003 |
| Rep. Schiff, Adam B. [D-CA-29] | D · CA | | Dec 8, 2003 |
| Rep. Smith, Adam [D-WA-9] | D · WA | | Dec 8, 2003 |
| Rep. Visclosky, Peter J. [D-IN-1] | D · IN | | Dec 8, 2003 |
| Rep. Waters, Maxine [D-CA-35] | D · CA | | Dec 8, 2003 |
| Rep. Wynn, Albert Russell [D-MD-4] | D · MD | | Dec 8, 2003 |
| Resident Commissioner Acevedo-Vila, Anibal [D-PR-At Large] | D · PR | | Dec 8, 2003 |
| Rep. Becerra, Xavier [D-CA-31] | D · CA | | Jan 21, 2004 |
| Rep. Berry, Marion [D-AR-1] | D · AR | | Jan 21, 2004 |
| Rep. Crowley, Joseph [D-NY-7] | D · NY | | Jan 21, 2004 |
| Rep. Cummings, Elijah E. [D-MD-7] | D · MD | | Jan 21, 2004 |
| Rep. Emanuel, Rahm [D-IL-5] | D · IL | | Jan 21, 2004 |
| Rep. Engel, Eliot L. [D-NY-17] | D · NY | | Jan 21, 2004 |
| Rep. Eshoo, Anna G. [D-CA-14] | D · CA | | Jan 21, 2004 |
| Rep. Filner, Bob [D-CA-51] | D · CA | | Jan 21, 2004 |
| Rep. Frank, Barney [D-MA-4] | D · MA | | Jan 21, 2004 |
| Rep. Inslee, Jay [D-WA-1] | D · WA | | Jan 21, 2004 |
| Rep. Kaptur, Marcy [D-OH-9] | D · OH | | Jan 21, 2004 |
| Rep. Larsen, Rick [D-WA-2] | D · WA | | Jan 21, 2004 |

| Cosponsor | Party / State | Role | Date Joined |
|---------------------------------------|---------------|------|--------------|
| Rep. Lipinski, William O. [D-IL-3] | D · IL | | Jan 21, 2004 |
| Rep. McCarthy, Karen [D-MO-5] | D · MO | | Jan 21, 2004 |
| Rep. McDermott, Jim [D-WA-7] | D · WA | | Jan 21, 2004 |
| Rep. Moran, James P. [D-VA-8] | D · VA | | Jan 21, 2004 |
| Rep. Neal, Richard E. [D-MA-2] | D · MA | | Jan 21, 2004 |
| Rep. Ross, Mike [D-AR-4] | D · AR | | Jan 21, 2004 |
| Rep. Roybal-Allard, Lucille [D-CA-34] | D · CA | | Jan 21, 2004 |
| Rep. Strickland, Ted [D-OH-6] | D · OH | | Jan 21, 2004 |
| Rep. Stupak, Bart [D-MI-1] | D · MI | | Jan 21, 2004 |
| Rep. Cardin, Benjamin L. [D-MD-3] | D · MD | | Jan 28, 2004 |
| Rep. Carson, Brad [D-OK-2] | D · OK | | Jan 28, 2004 |
| Rep. Davis, Artur [D-AL-7] | D · AL | | Jan 28, 2004 |
| Rep. Hill, Baron P. [D-IN-9] | D · IN | | Jan 28, 2004 |
| Rep. Lampson, Nick [D-TX-9] | D · TX | | Jan 28, 2004 |
| Rep. Larson, John B. [D-CT-1] | D · CT | | Jan 28, 2004 |
| Rep. Majette, Denise L. [D-GA-4] | D · GA | | Jan 28, 2004 |
| Rep. Moore, Dennis [D-KS-3] | D · KS | | Jan 28, 2004 |
| Rep. Watson, Diane E. [D-CA-33] | D · CA | | Jan 28, 2004 |
| Rep. Capuano, Michael E. [D-MA-8] | D · MA | | Feb 3, 2004 |
| Rep. Alexander, Rodney [D-LA-5] | D · LA | | Feb 10, 2004 |
| Rep. Boswell, Leonard L. [D-IA-3] | D · IA | | Feb 10, 2004 |
| Rep. DeFazio, Peter A. [D-OR-4] | D · OR | | Feb 10, 2004 |
| Rep. Dingell, John D. [D-MI-15] | D · MI | | Feb 10, 2004 |
| Rep. Ford, Harold E., Jr. [D-TN-9] | D · TN | | Feb 10, 2004 |
| Rep. Frost, Martin [D-TX-24] | D · TX | | Feb 10, 2004 |
| Rep. Jackson-Lee, Sheila [D-TX-18] | D · TX | | Feb 10, 2004 |
| Rep. Kanjorski, Paul E. [D-PA-11] | D · PA | | Feb 10, 2004 |
| Rep. Menendez, Robert [D-NJ-13] | D · NJ | | Feb 10, 2004 |
| Rep. Murtha, John P. [D-PA-12] | D · PA | | Feb 10, 2004 |
| Rep. Quinn, Jack [R-NY-27] | R · NY | | Feb 10, 2004 |
| Rep. Boucher, Rick [D-VA-9] | D · VA | | Feb 11, 2004 |
| Rep. Johnson, Eddie Bernice [D-TX-30] | D · TX | | Feb 11, 2004 |
| Rep. Lofgren, Zoe [D-CA-16] | D · CA | | Feb 11, 2004 |
| Rep. McHugh, John M. [R-NY-23] | R · NY | | Feb 11, 2004 |
| Rep. Bishop, Sanford D., Jr. [D-GA-2] | D · GA | | Feb 25, 2004 |
| Rep. Brady, Robert A. [D-PA-1] | D · PA | | Feb 25, 2004 |
| Rep. LaTourette, Steven C. [R-OH-14] | R · OH | | Feb 25, 2004 |
| Rep. Meeks, Gregory W. [D-NY-6] | D · NY | | Feb 25, 2004 |
| Rep. Pomeroy, Earl [D-ND-At Large] | D · ND | | Feb 25, 2004 |
| Rep. Rangel, Charles B. [D-NY-15] | D · NY | | Feb 25, 2004 |
| Rep. Scott, David [D-GA-13] | D · GA | | Feb 25, 2004 |
| Rep. Edwards, Chet [D-TX-11] | D · TX | | Mar 2, 2004 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Gonzalez, Charles A. [D-TX-20] | D · TX | | Mar 2, 2004 |
| Rep. Lowey, Nita M. [D-NY-18] | D · NY | | Mar 9, 2004 |
| Rep. Matheson, Jim [D-UT-2] | D · UT | | Mar 11, 2004 |
| Rep. Sanchez, Loretta [D-CA-47] | D · CA | | Mar 11, 2004 |
| Rep. Fattah, Chaka [D-PA-2] | D · PA | | Mar 24, 2004 |
| Rep. Ortiz, Solomon P. [D-TX-27] | D · TX | | Mar 24, 2004 |
| Rep. Scott, Robert C. "Bobby" [D-VA-3] | D · VA | | Mar 24, 2004 |
| Rep. Watt, Melvin L. [D-NC-12] | D · NC | | Mar 24, 2004 |
| Rep. Reyes, Silvestre [D-TX-16] | D · TX | | Mar 31, 2004 |
| Rep. Sandlin, Max [D-TX-1] | D · TX | | Mar 31, 2004 |
| Rep. Towns, Edolphus [D-NY-10] | D · NY | | Mar 31, 2004 |
| Rep. Chandler, Ben [D-KY-6] | D · KY | | Apr 21, 2004 |
| Rep. Clyburn, James E. [D-SC-6] | D · SC | | Apr 21, 2004 |
| Rep. Cooper, Jim [D-TN-5] | D · TN | | Apr 21, 2004 |
| Rep. Miller, Brad [D-NC-13] | D · NC | | Apr 21, 2004 |
| Rep. Price, David E. [D-NC-4] | D · NC | | Apr 21, 2004 |
| Rep. Ballance, Frank W., Jr. [D-NC-1] | D · NC | | Apr 27, 2004 |
| Rep. Berkley, Shelley [D-NV-1] | D · NV | | Apr 27, 2004 |
| Rep. Spratt, John M., Jr. [D-SC-5] | D · SC | | Apr 27, 2004 |
| Rep. Tauscher, Ellen O. [D-CA-10] | D · CA | | Apr 27, 2004 |
| Rep. Davis, Jim [D-FL-11] | D · FL | | May 5, 2004 |
| Rep. Etheridge, Bob [D-NC-2] | D · NC | | May 5, 2004 |
| Rep. Obey, David R. [D-WI-7] | D · WI | | May 5, 2004 |
| Rep. Ruppersberger, C. A. Dutch [D-MD-2] | D · MD | | May 5, 2004 |
| Rep. Cramer, Robert E. (Bud), Jr. [D-AL-5] | D · AL | | May 17, 2004 |
| Rep. Harman, Jane [D-CA-36] | D · CA | | May 17, 2004 |
| Rep. Marshall, Jim [D-GA-3] | D · GA | | May 17, 2004 |
| Rep. Case, Ed [D-HI-2] | D · HI | | May 19, 2004 |
| Rep. Thompson, Bennie G. [D-MS-2] | D · MS | | May 19, 2004 |
| Rep. Jefferson, William J. [D-LA-2] | D · LA | | May 20, 2004 |
| Rep. Mollohan, Alan B. [D-WV-1] | D · WV | | Jun 1, 2004 |
| Rep. Udall, Mark [D-CO-2] | D · CO | | Jun 1, 2004 |
| Rep. Velazquez, Nydia M. [D-NY-12] | D · NY | | Jun 1, 2004 |
| Rep. John, Christopher [D-LA-7] | D · LA | | Jun 3, 2004 |
| Rep. Skelton, Ike [D-MO-4] | D · MO | | Jun 15, 2004 |
| Rep. Sweeney, John E. [R-NY-20] | R · NY | | Jun 21, 2004 |
| Rep. Herseth, Stephanie [D-SD-At Large] | D · SD | | Jun 24, 2004 |
| Rep. Thompson, Mike [D-CA-1] | D · CA | | Jul 12, 2004 |
| Rep. Boyd, Allen [D-FL-2] | D · FL | | Jul 19, 2004 |
| Rep. Gordon, Bart [D-TN-6] | D · TN | | Jul 22, 2004 |
| Rep. Boehlert, Sherwood [R-NY-24] | R · NY | | Nov 16, 2004 |
| Rep. McIntyre, Mike [D-NC-7] | D · NC | | Nov 24, 2004 |

Committee Activity

| Committee | Chamber | Activity | Date |
|-----------------------------------|---------|-------------|--------------|
| Education and Workforce Committee | House | Referred to | Jan 30, 2004 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|------------|----------------|---|
| 108 S 1925 | Identical bill | Nov 21, 2003: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |

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

- **Jan 30, 2004:** Referred to the Subcommittee on Employer-Employee Relations.
- **Nov 22, 2003:** Sponsor introductory remarks on measure. (CR E2421-2422)
- **Nov 21, 2003:** Introduced in House
- **Nov 21, 2003:** Introduced in House
- **Nov 21, 2003:** Referred to the House Committee on Education and the Workforce.