

## S 2178

### Workforce Democracy and Fairness Act

**Congress:** 113 (2013–2015, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Mar 27, 2014

**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. (Mar 27, 2014)

**Official Text:** <https://www.congress.gov/bill/113th-congress/senate-bill/2178>

### Sponsor

**Name:** Sen. Alexander, Lamar [R-TN]

**Party:** Republican • **State:** TN • **Chamber:** Senate

### Cosponsors (12 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Barrasso, John [R-WY]	R · WY		Mar 27, 2014
Sen. Enzi, Michael B. [R-WY]	R · WY		Mar 27, 2014
Sen. Hatch, Orrin G. [R-UT]	R · UT		Mar 27, 2014
Sen. Isakson, Johnny [R-GA]	R · GA		Mar 27, 2014
Sen. Scott, Tim [R-SC]	R · SC		Mar 27, 2014
Sen. Burr, Richard [R-NC]	R · NC		Apr 1, 2014
Sen. McConnell, Mitch [R-KY]	R · KY		Apr 1, 2014
Sen. Roberts, Pat [R-KS]	R · KS		Apr 1, 2014
Sen. Rubio, Marco [R-FL]	R · FL		Apr 7, 2014
Sen. Cornyn, John [R-TX]	R · TX		Apr 10, 2014
Sen. Sessions, Jeff [R-AL]	R · AL		May 1, 2014
Sen. Thune, John [R-SD]	R · SD		May 1, 2014

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 27, 2014

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
113 HR 4320	Related bill	Dec 9, 2014: Placed on the Union Calendar, Calendar No. 491.
113 HR 4321	Related bill	Sep 9, 2014: Placed on the Union Calendar, Calendar No. 432.

Workforce Democracy and Fairness Act - Amends the National Labor Relations Act to require the National Labor Relations Board (NLRB) to require that no investigative hearing take place until at least 14 days after the filing of an election petition regarding collective bargaining representation when the NLRB has reasonable cause to believe that the petition raises a question of representation affecting commerce. Requires such hearings to be non-adversarial, and the hearing officer, in collaboration with the parties, to identify any relevant and material pre-election issues.

Requires the NLRB, in cases where it finds that a question of representation exists, to: (1) direct an election by secret ballot as soon as practicable but not before 35 calendar days after the filing of the election petition, and (2) certify election results only after it has ruled on each pre-election issue not resolved before the election and any additional issue pertaining to the conduct or results of that election.

Requires the Board also, not earlier than seven days after a final determination of the appropriate bargaining unit, to acquire from the employer a list of all employees eligible to vote in the election, which shall: (1) be made available to all parties, and (2) include the employees' names as well as one additional form of personal contact information (such as telephone number, email address, or mailing address) chosen by the employee in writing.

## **Actions Timeline**

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- **Mar 27, 2014:** Introduced in Senate
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