

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

- **Mar 27, 2014:** Introduced in Senate
- **Mar 27, 2014:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

LegiList

CONGRESS, MADE CLEAR.

Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

legiList.com

Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

legiList.com/learn

Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

legiList.com/api

Public data belongs to the public. — legiList.com