

## HR 4320

Workforce Democracy and Fairness Act

**Congress:** 113 (2013–2015, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 27, 2014

**Current Status:** Placed on the Union Calendar, Calendar No. 491.

**Latest Action:** Placed on the Union Calendar, Calendar No. 491. (Dec 9, 2014)

**Official Text:** <https://www.congress.gov/bill/113th-congress/house-bill/4320>

### Sponsor

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**Name:** Rep. Kline, John [R-MN-2]

**Party:** Republican • **State:** MN • **Chamber:** House

## Cosponsors (37 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Brooks, Susan W. [R-IN-5]	R · IN		Mar 27, 2014
Rep. Bucshon, Larry [R-IN-8]	R · IN		Mar 27, 2014
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Mar 27, 2014
Rep. Gingrey, Phil [R-GA-11]	R · GA		Mar 27, 2014
Rep. Gowdy, Trey [R-SC-4]	R · SC		Mar 27, 2014
Rep. Hudson, Richard [R-NC-8]	R · NC		Mar 27, 2014
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		Mar 27, 2014
Rep. Kelly, Mike [R-PA-3]	R · PA		Mar 27, 2014
Rep. Marchant, Kenny [R-TX-24]	R · TX		Mar 27, 2014
Rep. McKeon, Howard P. "Buck" [R-CA-25]	R · CA		Mar 27, 2014
Rep. Messer, Luke [R-IN-6]	R · IN		Mar 27, 2014
Rep. Price, Tom [R-GA-6]	R · GA		Mar 27, 2014
Rep. Ribble, Reid J. [R-WI-8]	R · WI		Mar 27, 2014
Rep. Roe, David P. [R-TN-1]	R · TN		Mar 27, 2014
Rep. Rokita, Todd [R-IN-4]	R · IN		Mar 27, 2014
Rep. Salmon, Matt [R-AZ-5]	R · AZ		Mar 27, 2014
Rep. Schweikert, David [R-AZ-6]	R · AZ		Mar 27, 2014
Rep. Thompson, Glenn [R-PA-5]	R · PA		Mar 27, 2014
Rep. Walberg, Tim [R-MI-7]	R · MI		Mar 27, 2014
Rep. Wilson, Joe [R-SC-2]	R · SC		Mar 27, 2014
Rep. Pearce, Stevan [R-NM-2]	R · NM		Apr 2, 2014
Rep. Petri, Thomas E. [R-WI-6]	R · WI		Apr 2, 2014
Rep. Griffin, Tim [R-AR-2]	R · AR		Apr 4, 2014
Rep. Heck, Joseph J. [R-NV-3]	R · NV		Apr 4, 2014
Rep. Gibbs, Bob [R-OH-7]	R · OH		Apr 8, 2014
Rep. Womack, Steve [R-AR-3]	R · AR		Apr 10, 2014
Rep. Goodlatte, Bob [R-VA-6]	R · VA		Apr 28, 2014
Rep. Stivers, Steve [R-OH-15]	R · OH		Apr 29, 2014
Rep. Poe, Ted [R-TX-2]	R · TX		May 1, 2014
Rep. Coffman, Mike [R-CO-6]	R · CO		May 20, 2014
Rep. King, Steve [R-IA-4]	R · IA		Jun 11, 2014
Rep. Harris, Andy [R-MD-1]	R · MD		Jun 17, 2014
Rep. Huelskamp, Tim [R-KS-1]	R · KS		Jun 18, 2014
Rep. Tipton, Scott R. [R-CO-3]	R · CO		Jun 18, 2014
Rep. Calvert, Ken [R-CA-42]	R · CA		Jun 20, 2014
Rep. Latham, Tom [R-IA-3]	R · IA		Jun 20, 2014
Rep. Schock, Aaron [R-IL-18]	R · IL		Jul 22, 2014

## Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Reported By	Dec 9, 2014

## Subjects & Policy Tags

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### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
113 S 2178	Related bill	<b>Mar 27, 2014:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

### Summary (as of Dec 9, 2014)

Workforce Democracy and Fairness Act - (Sec. 2) 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.

(Sec. 3) Revises requirements for determination by the NLRB of an appropriate bargaining unit before an election of collective bargaining representation. (In effect reverses the NLRB's August 26, 2011, decision in *Specialty Healthcare and Rehabilitation of Mobile* and its June 22, 2011, rulemaking regarding proposed changes to procedures involving the election of collective bargaining representation.)

Replaces the current restriction in the meaning of collective bargaining unit to employer unit, craft unit, plant unit, or subdivision. Requires the NLRB, instead, to determine a unit as appropriate for collective bargaining if it consists of employees that share a sufficient community of interest. Specifies factors the NLRB must consider when making such determinations.

Prohibits exclusion of employees from the unit unless the group's interest are sufficiently distinct from those of other employees to warrant the establishment of a separate unit.

### Actions Timeline

- **Dec 9, 2014:** Reported (Amended) by the Committee on Education and the Workforce. H. Rept. 113-653.
- **Dec 9, 2014:** Placed on the Union Calendar, Calendar No. 491.
- **Apr 9, 2014:** Committee Consideration and Mark-up Session Held.
- **Apr 9, 2014:** Ordered to be Reported (Amended) by the Yeas and Nays: 21 - 14.
- **Mar 27, 2014:** Introduced in House
- **Mar 27, 2014:** Referred to the House Committee on Education and the Workforce.