

HR 1855

Employee Rights Act

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 25, 2019

Current Status: Referred to the House Committee on Education and Labor.

Latest Action: Referred to the House Committee on Education and Labor. (Mar 25, 2019)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/1855>

Sponsor

Name: Rep. Roe, David P. [R-TN-1]

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

Cosponsors (35 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Allen, Rick W. [R-GA-12]	R · GA		Mar 25, 2019
Rep. Banks, Jim [R-IN-3]	R · IN		Mar 25, 2019
Rep. Budd, Ted [R-NC-13]	R · NC		Mar 25, 2019
Rep. Byrne, Bradley [R-AL-1]	R · AL		Mar 25, 2019
Rep. Comer, James [R-KY-1]	R · KY		Mar 25, 2019
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Mar 25, 2019
Rep. Foxx, Virginia [R-NC-5]	R · NC		Mar 25, 2019
Rep. McClintock, Tom [R-CA-4]	R · CA		Mar 25, 2019
Rep. Rooney, Francis [R-FL-19]	R · FL		Mar 25, 2019
Rep. Walker, Mark [R-NC-6]	R · NC		Mar 25, 2019
Rep. Wilson, Joe [R-SC-2]	R · SC		Mar 25, 2019
Rep. Wright, Ron [R-TX-6]	R · TX		Mar 25, 2019
Rep. Conaway, K. Michael [R-TX-11]	R · TX		Mar 27, 2019
Rep. Davidson, Warren [R-OH-8]	R · OH		Mar 27, 2019
Rep. Armstrong, Kelly [R-ND-At Large]	R · ND		Mar 28, 2019
Rep. Johnson, Mike [R-LA-4]	R · LA		Mar 28, 2019
Rep. Rouzer, David [R-NC-7]	R · NC		Apr 2, 2019
Rep. Joyce, John [R-PA-13]	R · PA		Apr 15, 2019
Rep. Johnson, Dusty [R-SD-At Large]	R · SD		May 2, 2019
Rep. Perry, Scott [R-PA-10]	R · PA		Jun 21, 2019
Rep. Rogers, Mike D. [R-AL-3]	R · AL		Jun 21, 2019
Rep. Cole, Tom [R-OK-4]	R · OK		Jun 24, 2019
Rep. Wenstrup, Brad R. [R-OH-2]	R · OH		Jun 24, 2019
Rep. Harris, Andy [R-MD-1]	R · MD		Jun 25, 2019
Rep. Hice, Jody B. [R-GA-10]	R · GA		Jun 25, 2019
Rep. Mitchell, Paul [R-MI-10]	R · MI		Jun 25, 2019
Rep. Smith, Adrian [R-NE-3]	R · NE		Jun 25, 2019
Rep. Yoho, Ted S. [R-FL-3]	R · FL		Jun 26, 2019
Rep. Lamborn, Doug [R-CO-5]	R · CO		Jun 27, 2019
Rep. Watkins, Steve [R-KS-2]	R · KS		Jun 27, 2019
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Jul 9, 2019
Rep. Marchant, Kenny [R-TX-24]	R · TX		Jul 9, 2019
Rep. Guthrie, Brett [R-KY-2]	R · KY		Jul 10, 2019
Rep. Rutherford, John H. [R-FL-4]	R · FL		Aug 16, 2019
Rep. Rice, Tom [R-SC-7]	R · SC		Oct 21, 2019

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 25, 2019

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Summary (as of Mar 25, 2019)

Employee Rights Act

This bill amends the National Labor Relations Act to (1) make it an unlawful labor practice for a labor organization to interfere (currently, also restrain or coerce) with the rights of employees to organize and collectively bargain; (2) require union recertification after a turnover in the workforce exceeding 50% of the bargaining unit; (3) require the National Labor Relations Board (NLRB) to give 14 days advance notice before a hearing investigating an election petition; and (4) require an employer to provide the NLRB with a list consisting only of employee names and addresses of all eligible voters within seven days after an NLRB determination of the appropriate bargaining unit or an agreement on eligible voters.

The bill (1) grants union and nonunion employees the right to vote by secret ballot on whether to ratify a collective bargaining agreement or engage in a strike, (2) prohibits the use of union dues for any purpose not directly related to collective bargaining, (3) prohibits a strike without the consent of a majority of all represented employees determined by secret ballot, and (4) prohibits the use or threat of force or violence to obtain the right to represent employees.

Actions Timeline

- **Mar 25, 2019:** Introduced in House
- **Mar 25, 2019:** Referred to the House Committee on Education and Labor.