

S 420

Protecting the Right to Organize Act of 2021

Congress: 117 (2021–2023, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Feb 24, 2021

Current Status: Committee on Banking, Housing, and Urban Affairs. Hearings held.

Latest Action: Committee on Banking, Housing, and Urban Affairs. Hearings held. (Jun 22, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/senate-bill/420>

Sponsor

Name: Sen. Murray, Patty [D-WA]

Party: Democratic • **State:** WA • **Chamber:** Senate

Cosponsors (46 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Feb 24, 2021
Sen. Bennet, Michael F. [D-CO]	D · CO		Feb 24, 2021
Sen. Blumenthal, Richard [D-CT]	D · CT		Feb 24, 2021
Sen. Booker, Cory A. [D-NJ]	D · NJ		Feb 24, 2021
Sen. Brown, Sherrod [D-OH]	D · OH		Feb 24, 2021
Sen. Cantwell, Maria [D-WA]	D · WA		Feb 24, 2021
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Feb 24, 2021
Sen. Carper, Thomas R. [D-DE]	D · DE		Feb 24, 2021
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Feb 24, 2021
Sen. Coons, Christopher A. [D-DE]	D · DE		Feb 24, 2021
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Feb 24, 2021
Sen. Duckworth, Tammy [D-IL]	D · IL		Feb 24, 2021
Sen. Durbin, Richard J. [D-IL]	D · IL		Feb 24, 2021
Sen. Feinstein, Dianne [D-CA]	D · CA		Feb 24, 2021
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Feb 24, 2021
Sen. Hassan, Margaret Wood [D-NH]	D · NH		Feb 24, 2021
Sen. Heinrich, Martin [D-NM]	D · NM		Feb 24, 2021
Sen. Hickenlooper, John W. [D-CO]	D · CO		Feb 24, 2021
Sen. Hirono, Mazie K. [D-HI]	D · HI		Feb 24, 2021
Sen. Kaine, Tim [D-VA]	D · VA		Feb 24, 2021
Sen. Klobuchar, Amy [D-MN]	D · MN		Feb 24, 2021
Sen. Leahy, Patrick J. [D-VT]	D · VT		Feb 24, 2021
Sen. Lujan, Ben Ray [D-NM]	D · NM		Feb 24, 2021
Sen. Markey, Edward J. [D-MA]	D · MA		Feb 24, 2021
Sen. Menendez, Robert [D-NJ]	D · NJ		Feb 24, 2021
Sen. Merkley, Jeff [D-OR]	D · OR		Feb 24, 2021
Sen. Murphy, Christopher [D-CT]	D · CT		Feb 24, 2021
Sen. Ossoff, Jon [D-GA]	D · GA		Feb 24, 2021
Sen. Padilla, Alex [D-CA]	D · CA		Feb 24, 2021
Sen. Peters, Gary C. [D-MI]	D · MI		Feb 24, 2021
Sen. Reed, Jack [D-RI]	D · RI		Feb 24, 2021
Sen. Rosen, Jacky [D-NV]	D · NV		Feb 24, 2021
Sen. Sanders, Bernard [I-VT]	I · VT		Feb 24, 2021
Sen. Schatz, Brian [D-HI]	D · HI		Feb 24, 2021
Sen. Schumer, Charles E. [D-NY]	D · NY		Feb 24, 2021
Sen. Shaheen, Jeanne [D-NH]	D · NH		Feb 24, 2021
Sen. Smith, Tina [D-MN]	D · MN		Feb 24, 2021
Sen. Stabenow, Debbie [D-MI]	D · MI		Feb 24, 2021
Sen. Tester, Jon [D-MT]	D · MT		Feb 24, 2021
Sen. Van Hollen, Chris [D-MD]	D · MD		Feb 24, 2021
Sen. Warnock, Raphael G. [D-GA]	D · GA		Feb 24, 2021

Cosponsor	Party / State	Role	Date Joined
Sen. Warren, Elizabeth [D-MA]	D · MA		Feb 24, 2021
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Feb 24, 2021
Sen. Wyden, Ron [D-OR]	D · OR		Feb 24, 2021
Sen. King, Angus S., Jr. [I-ME]	I · ME		Apr 15, 2021
Sen. Manchin, Joe, III [D-WV]	D · WV		Apr 21, 2021

Committee Activity

Committee	Chamber	Activity	Date
Banking, Housing, and Urban Affairs Committee	Senate	Hearings By (full committee)	Jun 22, 2022
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 24, 2021
Small Business and Entrepreneurship Committee	Senate	Hearings By (full committee)	Mar 16, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 842	Identical bill	Mar 11, 2021: Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Feb 24, 2021)

Protecting the Right to Organize Act of 2021

This bill expands various labor protections related to employees' rights to organize and collectively bargain in the workplace.

Among other things, it revises the definitions of *employee*, *supervisor*, and *employer* to broaden the scope of individuals covered by the fair labor standards; permits labor organizations to encourage participation of union members in strikes initiated by employees represented by a different labor organization (i.e., secondary strikes); and prohibits employers from bringing claims against unions that conduct such secondary strikes.

The bill also allows collective bargaining agreements to require all employees represented by the bargaining unit to contribute fees to the labor organization for the cost of such representation, notwithstanding a state law to the contrary; and expands unfair labor practices to include prohibitions against replacement of, or discrimination against, workers who participate in strikes.

The bill makes it an unfair labor practice to require or coerce employees to attend employer meetings designed to discourage union membership and prohibits employers from entering into agreements with employees under which employees waive the right to pursue or join collective or class-action litigation.

Finally, the bill addresses the procedures for union representation elections, modifies the protections against unfair labor practices that result in serious economic harm, and establishes penalties and permits injunctive relief against entities that fail to comply with National Labor Relations Board orders.

Actions Timeline

- **Jun 22, 2022:** Committee on Banking, Housing, and Urban Affairs. Hearings held.
- **Mar 16, 2022:** Committee on Small Business and Entrepreneurship. Hearings held.
- **Feb 24, 2021:** Introduced in Senate
- **Feb 24, 2021:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.