

HR 7194

Employee Rights Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 24, 2022

Current Status: Referred to the Subcommittee on Courts, Intellectual Property, and the Internet.

Latest Action: Referred to the Subcommittee on Courts, Intellectual Property, and the Internet. (Nov 1, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/7194>

Sponsor

Name: Rep. Allen, Rick W. [R-GA-12]

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

Cosponsors (38 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Buck, Ken [R-CO-4]	R · CO		Mar 24, 2022
Rep. Budd, Ted [R-NC-13]	R · NC		Mar 24, 2022
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Mar 24, 2022
Rep. Comer, James [R-KY-1]	R · KY		Mar 24, 2022
Rep. Crawford, Eric A. "Rick" [R-AR-1]	R · AR		Mar 24, 2022
Rep. Dunn, Neal P. [R-FL-2]	R · FL		Mar 24, 2022
Rep. Fitzgerald, Scott [R-WI-5]	R · WI		Mar 24, 2022
Rep. Good, Bob [R-VA-5]	R · VA		Mar 24, 2022
Rep. Gosar, Paul A. [R-AZ-4]	R · AZ		Mar 24, 2022
Rep. Harshbarger, Diana [R-TN-1]	R · TN		Mar 24, 2022
Rep. Hudson, Richard [R-NC-8]	R · NC		Mar 24, 2022
Rep. Johnson, Dusty [R-SD-At Large]	R · SD		Mar 24, 2022
Rep. LaMalfa, Doug [R-CA-1]	R · CA		Mar 24, 2022
Rep. Loudermilk, Barry [R-GA-11]	R · GA		Mar 24, 2022
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Mar 24, 2022
Rep. Miller, Mary E. [R-IL-15]	R · IL		Mar 24, 2022
Rep. Moolenaar, John R. [R-MI-4]	R · MI		Mar 24, 2022
Rep. Norman, Ralph [R-SC-5]	R · SC		Mar 24, 2022
Rep. Perry, Scott [R-PA-10]	R · PA		Mar 24, 2022
Rep. Scott, Austin [R-GA-8]	R · GA		Mar 24, 2022
Rep. Smith, Adrian [R-NE-3]	R · NE		Mar 24, 2022
Rep. Steube, W. Gregory [R-FL-17]	R · FL		Mar 24, 2022
Rep. Timmons, William R. IV [R-SC-4]	R · SC		Mar 24, 2022
Rep. Wilson, Joe [R-SC-2]	R · SC		Mar 24, 2022
Rep. Franklin, C. Scott [R-FL-15]	R · FL		Apr 1, 2022
Rep. Hill, J. French [R-AR-2]	R · AR		Apr 1, 2022
Rep. Steel, Michelle [R-CA-48]	R · CA		Apr 1, 2022
Rep. Duncan, Jeff [R-SC-3]	R · SC		Apr 11, 2022
Rep. Cline, Ben [R-VA-6]	R · VA		Apr 27, 2022
Rep. LaTurner, Jake [R-KS-2]	R · KS		Jun 9, 2022
Rep. Meuser, Daniel [R-PA-9]	R · PA		Jun 13, 2022
Rep. Cole, Tom [R-OK-4]	R · OK		Jun 21, 2022
Rep. Obernolte, Jay [R-CA-8]	R · CA		Jun 21, 2022
Rep. Owens, Burgess [R-UT-4]	R · UT		Jun 23, 2022
Rep. Tiffany, Thomas P. [R-WI-7]	R · WI		Jun 23, 2022
Rep. Gooden, Lance [R-TX-5]	R · TX		Jul 13, 2022
Rep. Mann, Tracey [R-KS-1]	R · KS		Jul 13, 2022
Rep. Sessions, Pete [R-TX-17]	R · TX		Dec 20, 2022

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 24, 2022
Judiciary Committee	House	Referred to	Nov 1, 2022
Rules Committee	House	Referred To	Mar 24, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 5171	Related bill	Nov 1, 2022: Referred to the Subcommittee on Crime, Terrorism, and Homeland Security.
117 S 3889	Identical bill	Mar 22, 2022: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
117 HR 6952	Related bill	Mar 7, 2022: Referred to the House Committee on Education and Labor.
117 S 3454	Related bill	Jan 18, 2022: Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 234.
117 S 2867	Related bill	Sep 28, 2021: Read twice and referred to the Committee on Indian Affairs.
117 HR 4839	Related bill	Jul 29, 2021: Referred to the House Committee on Education and Labor.
117 HR 3185	Related bill	May 13, 2021: Referred to the House Committee on Education and Labor.
117 S 1636	Related bill	May 13, 2021: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
117 HR 1523	Related bill	Mar 2, 2021: Referred to the House Committee on Education and Labor.
117 S 526	Related bill	Mar 2, 2021: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Mar 24, 2022)

Employee Rights Act

This bill makes various changes with respect to the collective bargaining process and labor relations.

For example, the bill permits an employer to refuse to collectively bargain with a union within 90 days prior to the expiration of a collective bargaining agreement if the employer receives evidence that the majority of the employees in the bargaining unit do not support the union.

The bill requires support from a majority of the employees in the bargaining unit (not just a majority of the employees voting) when electing union representation. The bill also requires unions to provide bargaining unit employees with the right to vote by secret ballot, including when voting whether to engage in a strike or refusal to work.

Further, union dues, fees, assessments, and other contributions may be used for only collective bargaining or contract administrative functions.

Additionally, the bill establishes a process for nullifying executive orders that the Office of Management and Budget determines are likely to result in an employer ordering a plant closure or mass layoff.

Actions Timeline

- **Nov 1, 2022:** Referred to the Subcommittee on Courts, Intellectual Property, and the Internet.
- **Mar 29, 2022:** Sponsor introductory remarks on measure. (CR H3954)
- **Mar 24, 2022:** Introduced in House
- **Mar 24, 2022:** Referred to the Committee on Education and Labor, and in addition to the Committees on the Judiciary, and Rules, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.