

## HR 2700

Employee Rights Act

**Congress:** 118 (2023–2025, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Apr 19, 2023

**Current Status:** Sponsor introductory remarks on measure. (CR H2104)

**Latest Action:** Sponsor introductory remarks on measure. (CR H2104) (Apr 28, 2023)

**Official Text:** <https://www.congress.gov/bill/118th-congress/house-bill/2700>

### Sponsor

---

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

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

**Cosponsors** (88 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Apr 19, 2023
Rep. Cole, Tom [R-OK-4]	R · OK		Apr 19, 2023
Rep. Comer, James [R-KY-1]	R · KY		Apr 19, 2023
Rep. Crenshaw, Dan [R-TX-2]	R · TX		Apr 19, 2023
Rep. Duncan, Jeff [R-SC-3]	R · SC		Apr 19, 2023
Rep. Ferguson, A. Drew, IV [R-GA-3]	R · GA		Apr 19, 2023
Rep. Franklin, C. Scott [R-FL-18]	R · FL		Apr 19, 2023
Rep. Good, Bob [R-VA-5]	R · VA		Apr 19, 2023
Rep. Houchin, Erin [R-IN-9]	R · IN		Apr 19, 2023
Rep. Hudson, Richard [R-NC-9]	R · NC		Apr 19, 2023
Rep. Johnson, Dusty [R-SD-At Large]	R · SD		Apr 19, 2023
Rep. LaTurner, Jake [R-KS-2]	R · KS		Apr 19, 2023
Rep. Loudermilk, Barry [R-GA-11]	R · GA		Apr 19, 2023
Rep. Meuser, Daniel [R-PA-9]	R · PA		Apr 19, 2023
Rep. Miller, Mary E. [R-IL-15]	R · IL		Apr 19, 2023
Rep. Moolenaar, John R. [R-MI-2]	R · MI		Apr 19, 2023
Rep. Norman, Ralph [R-SC-5]	R · SC		Apr 19, 2023
Rep. Owens, Burgess [R-UT-4]	R · UT		Apr 19, 2023
Rep. Scott, Austin [R-GA-8]	R · GA		Apr 19, 2023
Rep. Weber, Randy K., Sr. [R-TX-14]	R · TX		Apr 19, 2023
Rep. Wilson, Joe [R-SC-2]	R · SC		Apr 19, 2023
Rep. Boebert, Lauren [R-CO-3]	R · CO		Apr 24, 2023
Rep. Burlison, Eric [R-MO-7]	R · MO		Apr 24, 2023
Rep. Ezell, Mike [R-MS-4]	R · MS		Apr 24, 2023
Rep. Mann, Tracey [R-KS-1]	R · KS		Apr 24, 2023
Rep. Smucker, Lloyd [R-PA-11]	R · PA		Apr 24, 2023
Rep. Fitzgerald, Scott [R-WI-5]	R · WI		Apr 25, 2023
Rep. Mace, Nancy [R-SC-1]	R · SC		Apr 25, 2023
Rep. Letlow, Julia [R-LA-5]	R · LA		Apr 28, 2023
Rep. Moore, Barry [R-AL-2]	R · AL		Apr 28, 2023
Rep. Self, Keith [R-TX-3]	R · TX		Apr 28, 2023
Rep. Smith, Adrian [R-NE-3]	R · NE		May 17, 2023
Rep. Sessions, Pete [R-TX-17]	R · TX		Jun 5, 2023
Rep. Babin, Brian [R-TX-36]	R · TX		Jul 18, 2023
Rep. Barr, Andy [R-KY-6]	R · KY		Jul 18, 2023
Rep. Cammack, Kat [R-FL-3]	R · FL		Jul 18, 2023
Rep. Harshbarger, Diana [R-TN-1]	R · TN		Jul 18, 2023
Rep. LaMalfa, Doug [R-CA-1]	R · CA		Jul 18, 2023
Rep. Lamborn, Doug [R-CO-5]	R · CO		Jul 18, 2023
Rep. Lee, Laurel M. [R-FL-15]	R · FL		Jul 18, 2023
Rep. Lesko, Debbie [R-AZ-8]	R · AZ		Jul 18, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Obernolte, Jay [R-CA-23]	R · CA		Jul 18, 2023
Rep. Rouzer, David [R-NC-7]	R · NC		Jul 18, 2023
Rep. Collins, Mike [R-GA-10]	R · GA		Jul 20, 2023
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Jul 20, 2023
Rep. Carl, Jerry L. [R-AL-1]	R · AL		Jul 26, 2023
Rep. Hern, Kevin [R-OK-1]	R · OK		Aug 22, 2023
Rep. Steel, Michelle [R-CA-45]	R · CA		Aug 22, 2023
Rep. Green, Mark E. [R-TN-7]	R · TN		Sep 5, 2023
Rep. Hinson, Ashley [R-IA-2]	R · IA		Sep 5, 2023
Rep. McCormick, Richard [R-GA-6]	R · GA		Sep 12, 2023
Rep. Ogles, Andrew [R-TN-5]	R · TN		Oct 17, 2023
Rep. Timmons, William R. IV [R-SC-4]	R · SC		Oct 24, 2023
Rep. Bilirakis, Gus M. [R-FL-12]	R · FL		Oct 26, 2023
Rep. Granger, Kay [R-TX-12]	R · TX		Nov 1, 2023
Rep. Steube, W. Gregory [R-FL-17]	R · FL		Nov 13, 2023
Rep. Guest, Michael [R-MS-3]	R · MS		Dec 11, 2023
Rep. Alford, Mark [R-MO-4]	R · MO		Feb 5, 2024
Rep. Greene, Marjorie Taylor [R-GA-14]	R · GA		Feb 5, 2024
Rep. Van Duyne, Beth [R-TX-24]	R · TX		Feb 5, 2024
Rep. Strong, Dale W. [R-AL-5]	R · AL		Mar 21, 2024
Rep. Williams, Roger [R-TX-25]	R · TX		Apr 16, 2024
Rep. Bean, Aaron [R-FL-4]	R · FL		Apr 30, 2024
Rep. Gosar, Paul A. [R-AZ-9]	R · AZ		May 7, 2024
Rep. Dunn, Neal P. [R-FL-2]	R · FL		May 14, 2024
Rep. Tiffany, Thomas P. [R-WI-7]	R · WI		May 14, 2024
Rep. Gonzales, Tony [R-TX-23]	R · TX		Jul 8, 2024
Rep. Bice, Stephanie I. [R-OK-5]	R · OK		Sep 3, 2024
Rep. Fry, Russell [R-SC-7]	R · SC		Sep 3, 2024
Rep. Hill, J. French [R-AR-2]	R · AR		Sep 11, 2024
Rep. Wenstrup, Brad R. [R-OH-2]	R · OH		Sep 11, 2024
Rep. Crane, Elijah [R-AZ-2]	R · AZ		Sep 12, 2024
Rep. Cline, Ben [R-VA-6]	R · VA		Sep 17, 2024
Rep. Thompson, Glenn [R-PA-15]	R · PA		Sep 17, 2024
Rep. Roy, Chip [R-TX-21]	R · TX		Oct 1, 2024
Rep. Baird, James R. [R-IN-4]	R · IN		Oct 22, 2024
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Oct 22, 2024
Rep. Harris, Andy [R-MD-1]	R · MD		Oct 22, 2024
Rep. Murphy, Gregory F. [R-NC-3]	R · NC		Oct 22, 2024
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Oct 29, 2024
Rep. Fulcher, Russ [R-ID-1]	R · ID		Oct 29, 2024
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Oct 29, 2024
Rep. Brecheen, Josh [R-OK-2]	R · OK		Nov 15, 2024

Cosponsor	Party / State	Role	Date Joined
Rep. Gooden, Lance [R-TX-5]	R · TX		Nov 15, 2024
Rep. Carter, John R. [R-TX-31]	R · TX		Dec 3, 2024
Rep. Yakym, Rudy [R-IN-2]	R · IN		Dec 3, 2024
Rep. Bucshon, Larry [R-IN-8]	R · IN		Dec 6, 2024
Rep. Womack, Steve [R-AR-3]	R · AR		Dec 11, 2024

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Apr 19, 2023

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
118 S 1328	Related bill	<b>Apr 27, 2023:</b> Read twice and referred to the Committee on Indian Affairs.
118 HR 2826	Related bill	<b>Apr 25, 2023:</b> Referred to the House Committee on Education and the Workforce.
118 S 1261	Related bill	<b>Apr 25, 2023:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
118 S 1201	Identical bill	<b>Apr 19, 2023:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

### Summary (as of Apr 19, 2023)

#### Employee Rights Act

This bill generally addresses employer obligations related to unionized workplaces.

This bill provides that an employer may be considered a joint employer in relation to an employee under federal labor law only if such employer directly, actually, and immediately (and not in a limited and routine manner) exercises significant control over the essential terms and conditions of employment. Such control may be demonstrated by hiring and discharging employees, determining individual employee rates of pay and benefits, day-to-day supervision of employees, assigning individual work schedules, positions, and tasks, and administering employee discipline.

The bill also requires a workplace election to approve or reject a union to be conducted by secret ballot. Further, the bill requires an employer to provide limited employee information to union representatives to facilitate a workplace election. An employer that mishandles or fails to provide such information according to the bill's requirements may be liable for an unfair labor practice (i.e., labor law violation).

Additionally, the bill requires an employee to authorize in writing any use of the employee's labor organization dues or other contribution for a purpose other than collective bargaining or contract administration. Such authorization must be made upon 35 days' notice and expires after one year.

Finally, the bill exempts Indian Tribes, including Indian Tribe enterprises and institutions, from the collective bargaining rights and related provisions of federal labor law.

## Actions Timeline

---

- **Apr 28, 2023:** Sponsor introductory remarks on measure. (CR H2104)
- **Apr 19, 2023:** Introduced in House
- **Apr 19, 2023:** Referred to the House Committee on Education and the Workforce.