

A PRO-WORKER FRAMEWORK FOR THE 119TH CONGRESS

U.S. SENATOR JOSH HAWLEY

This labor policy proposal creates a better workplace for American workers and helps protect good American union jobs. It strengthens protections for organizing and collective bargaining — empowering workers to know their labor rights, avoid coercive management tactics, hold union elections, and negotiate their contracts fairly.

Delivering Transparency in the Workplace: Employers should be required to post and maintain notices of their employees' labor rights — and affirmatively notify new employees of these rights when they're hired — just like employers already do with OSHA standards.

Holding Abusive Employers Accountable: Warehouse workers, who help power the modern economy, face dangerous conditions at big corporations like Amazon. This framework will prohibit unsafe work speed quotas and other corporate policies that lead to high rates of worker injuries.

Making Union Elections Fair and Timely: Employers often respond to union campaigns by requiring employees to attend so-called “captive audience” meetings to persuade workers to stop organizing — and can even terminate employees who don't attend. This proposal ends that practice while protecting free speech rights of business owners. It also ensures hostile employers can't delay union elections indefinitely by requiring a timely vote in less than 20 business days.

Supporting Initial Union Contracts: After workers vote to join a union, employers sometimes delay the formation of an initial collective bargaining agreement through stalling techniques. This strategy traps workers in limbo, preventing them from enjoying the benefits of the union they've voted for. This proposal provides that, after workers have voted to join a union, the employer and the union must begin negotiating within 10 days and execute their agreements within months, not years.

Boosting Penalties for Unfair Treatment: Currently, employers don't face real civil penalties for violating the main federal labor law, the National Labor Relations Act. This framework creates real penalties to deter employers from breaking the law. Workers subjected to unfair labor practices will also receive more substantial compensation and have the ability to seek redress in court if the National Labor Relations Board (NLRB) fails to bring suit.

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