

HOUSE RESEARCH

Bill Summary

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H.F. 554 is a resolution memorializing the United States Congress to support the Employee Free Choice Act.

The Employee Free Choice Act (H.R. 800) directs the National Labor Relations Board (NLRB) to certify an individual or labor organization as the exclusive representative without an election, if a majority of employees in a unit appropriate for the purposes of collective bargaining has signed valid authorizations designating the individual or labor organization specified in the petition as their bargaining representative. The certification without election can occur only if no other individual or labor organization is currently certified or recognized as the exclusive representative. In addition, the NLRB is directed to develop guidelines and procedures for designating bargaining representatives. The federal legislation also allows parties involved in first-contract bargaining to refer a dispute to the Federal Mediation and Conciliation Service if an impasse occurs after 90 days of negotiation. The Employee Free Choice Act also provides penalties for certain actions by employers against employees during any period that employees are attempting to form a union or negotiate a first time contract.