

119TH CONGRESS  
1ST SESSION

# H. R. 2572

To amend the National Labor Relations Act to require secret ballots and employee participation in the election of representatives.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 1, 2025

Mr. ONDER (for himself and Mr. MESSMER) introduced the following bill;  
which was referred to the Committee on Education and Workforce

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## A BILL

To amend the National Labor Relations Act to require secret ballots and employee participation in the election of representatives.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Worker Enfranchise-  
5       ment Act”.

6       **SEC. 2. EMPLOYEE ENFRANCHISEMENT.**

7       (a) IN GENERAL.—Section 9 of the National Labor  
8       Relations Act (29 U.S.C. 159) is amended—

9               (1) in subsection (a), by inserting “That no  
10       person shall be an exclusive representative of em-

1        ployees in such unit unless such person has been  
2        designated or selected as the exclusive representative  
3        of such employees by a majority of the voters in a  
4        secret ballot election in which not less than two-  
5        thirds of such employees vote; *Provided further*,”  
6        after “employment: *Provided*,”; and

7                (2) in subsection (c)(3), by inserting “of the at  
8        least two-thirds of employees eligible to vote” after  
9        “majority”.

10        (b) EFFECTIVE DATE.—The amendments made by  
11        this Act shall apply in relation to elections occurring on  
12        or after the date that is 6 months after the date of enact-  
13        ment of this Act.

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