

119TH CONGRESS
1ST SESSION

H. R. 5408

To accelerate workplace time-to-contract under the National Labor Relations Act.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 16, 2025

Mr. NORCROSS (for himself, Mr. STAUBER, Mr. DELUZIO, Mr. FITZPATRICK, Ms. BUDZINSKI, Ms. MALLIOTAKIS, Mr. KENNEDY of New York, Mr. BACON, Mr. RILEY of New York, Mr. LAWLER, Ms. CRAIG, Mr. RULLI, Mr. GOLDEN of Maine, Mr. LaLOTA, Ms. RANDALL, Mr. VAN DREW, Mr. LARSEN of Washington, Mr. SMITH of New Jersey, Ms. SCANLON, Mr. BRESNAHAN, Mr. MAGAZINER, Mr. MOORE of West Virginia, Mr. MCGARVEY, Mr. GARBARINO, Ms. STEVENS, and Mr. LYNCH) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To accelerate workplace time-to-contract under the National Labor Relations Act.

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 “Faster Labor Con-
5 tracts Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) Employees in the United States have a
2 right to organize collectively in order to secure high-
3 er wages and other benefits, and regularly exercise
4 that right by voting to be represented by a labor or-
5 ganization in their workplaces.

6 (2) A successful vote in favor of representation
7 by a labor organization does not immediately lead to
8 an agreement between the parties. Often the nego-
9 tiation process is difficult and protracted, taking a
10 year or longer.

11 (3) Research indicates that these contracting
12 delays are increasing over time. A Bloomberg Law
13 study from 2021 found that the average number of
14 days between a vote in favor of representation by a
15 labor organization and a contract entered into be-
16 tween the parties was 465 days.

17 (4) Delays in the processing of collective bar-
18 gaining contracts primarily benefit employers op-
19 posed to representation by the labor organization.
20 The employers can use those delays to sap labor or-
21 ganization resolve and secure more favorable terms
22 for the employer.

23 (5) In order for employees in the United States
24 to fully enjoy the benefits guaranteed to them by
25 Federal labor law, those employees must be able to

1 promptly secure a first contract following the legal
2 recognition or certification of a labor organization,
3 and Federal labor law ought to facilitate this expedi-
4 ency.

5 **SEC. 3. FACILITATING INITIAL COLLECTIVE BARGAINING**
6 **AGREEMENTS.**

7 Section 8 of the National Labor Relations Act (29
8 U.S.C. 158) is amended—

9 (1) in subsection (d)—

10 (A) by redesignating paragraphs (1)
11 through (4) as subparagraphs (A) through (D),
12 respectively;

13 (B) by striking “For the purposes of this
14 section” and inserting “(1) For the purposes of
15 this section”;

16 (C) by inserting “(and to maintain current
17 wages, hours, and terms and conditions of em-
18 ployment pending an agreement)” after “aris-
19 ing thereunder”;

20 (D) by inserting “: *Provided*, That an em-
21 ployer’s duty to collectively bargain shall con-
22 tinue absent decertification of the representa-
23 tive following an election conducted pursuant to
24 section 9” after “making of a concession”;

1 (E) by inserting “*further*” before “, That
2 where there is in effect”;

3 (F) by striking “The duties imposed” and
4 inserting “(2) The duties imposed”;

5 (G) by striking “by paragraphs (2), (3),
6 and (4)” and inserting “by subparagraphs (B),
7 (C), and (D) of paragraph (1)”;

8 (H) by striking “section 8(d)(1)” and in-
9 serting “paragraph (1)(A)”;

10 (I) by striking “section 8(d)(3)” each place
11 it appears and inserting “paragraph (1)(C)”;

12 (J) by striking “section 8(d)(4)” and in-
13 serting “paragraph (1)(D)”;

14 (K) by adding at the end the following:

15 “(3) Whenever collective bargaining is for the pur-
16 pose of establishing an initial collective bargaining agree-
17 ment following certification or recognition of an individual
18 or labor organization as a representative as provided
19 under section 9(a), the following shall apply:

20 “(A) Not later than 10 days after receiving a
21 written request for collective bargaining from an in-
22 dividual or labor organization that has been newly
23 recognized or certified as a representative as pro-
24 vided under section 9(a), or within such further pe-
25 riod as the parties agree upon, the parties shall meet

1 and begin bargaining collectively, and shall make
2 every reasonable effort to conclude and sign a collec-
3 tive bargaining agreement.

4 “(B) If after the expiration of the 90-day pe-
5 riod beginning on the date on which bargaining is
6 commenced, or such additional period as the parties
7 may agree upon, the parties have failed to reach an
8 agreement, either party may notify the Federal Me-
9 diation and Conciliation Service that a dispute ex-
10 ists, and may request mediation. Whenever such a
11 request is received, the Service shall promptly com-
12 municate with the parties and use its best efforts, by
13 mediation and conciliation, to secure an agreement.

14 “(C) If after the expiration of the 30-day period
15 beginning on the date on which the request for me-
16 diation is made under subparagraph (B), or such ad-
17 ditional period as the parties may agree upon, the
18 Service is not able to bring the parties to agreement
19 by conciliation, the Service shall refer the dispute to
20 a 3-person arbitration panel established in accord-
21 ance with such regulations as may be prescribed by
22 the Service, with one member selected by the indi-
23 vidual or labor organization, one member selected by
24 the employer, and one neutral member mutually
25 agreed to by the parties. The individual or labor or-

1 ganization and the employer must each select the
2 members of the 3-person arbitration panel within 14
3 days of the Service’s referral; if the individual or
4 labor organization or the employer fail to do so, the
5 Service shall designate any members not selected by
6 the individual or labor organization or by the em-
7 ployer. A majority of the 3-person arbitration panel
8 shall render a decision settling the dispute and such
9 decision shall be binding upon the parties for a pe-
10 riod of 2 years, unless amended during such period
11 by written consent of the parties. Such decision shall
12 be based on—

13 “(i) the employer’s financial status and
14 prospects;

15 “(ii) the size and type of the employer’s
16 operations and business;

17 “(iii) the employees’ cost of living;

18 “(iv) the employees’ ability to sustain
19 themselves, their families, and their dependents
20 on the wages and benefits they earn from the
21 employer; and

22 “(v) the wages and benefits other employ-
23 ers in the same business provide their employ-
24 ees.”; and

1 (2) in subsection (g), by striking “clause (B) of
2 the last sentence of section 8(d) of this Act” and in-
3 serting “subsection (d)(2)(B)”.

4 **SEC. 4. GAO REPORT EXAMINING AVERAGE WORKPLACE**
5 **TIME-TO-CONTRACT.**

6 Not later than 1 year after the date of enactment
7 of this Act, the Comptroller General of the United States
8 shall submit to Congress a report examining the average
9 number of days between—

10 (1) the date on which an individual or labor or-
11 ganization is certified or recognized as the represent-
12 ative of employees under section 9(a) of the National
13 Labor Relations Act (29 U.S.C. 159(a)), following
14 the date of enactment of this Act; and

15 (2) the date on which the parties enter into an
16 initial collective bargaining agreement.

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