

115TH CONGRESS
2D SESSION

H. R. 6412

To amend the National Labor Relations Act to permit employers to unilaterally cease to deduct from the employee's paycheck dues owed by the employee to a labor organization when the agreement establishing such a deduction expires and to allow employees to cancel such deductions at any time.

IN THE HOUSE OF REPRESENTATIVES

JULY 17, 2018

Mr. FRANCIS ROONEY of Florida introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the National Labor Relations Act to permit employers to unilaterally cease to deduct from the employee's paycheck dues owed by the employee to a labor organization when the agreement establishing such a deduction expires and to allow employees to cancel such deductions at any time.

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 “Employee Freedom
5 Act”.

1 **SEC. 2. UNION DUES CHECKOFF ARRANGEMENTS.**

2 Section 8(a)(5) of the National Labor Relations Act
3 is amended by inserting before the period the following:
4 “, except that it shall not be a violation of this paragraph
5 or of paragraph (1) where an employer unilaterally ceases
6 to deduct from the employee’s paycheck dues owed by the
7 employee to a labor organization when the agreement es-
8 tablishing such a deduction expires”.

9 **SEC. 3. RIGHT OF EMPLOYEES TO CANCEL DUES CHECK-**
10 **OFF AT ANY TIME.**

11 Section 302(c) of the Labor Management Relations
12 Act, 1947, is amended in paragraph (4) by striking the
13 proviso and inserting the following: “*Provided*, That the
14 employer has received from each employee, on whose ac-
15 count such deductions are made, a written assignment
16 that is revocable at will by the employee, at any time, upon
17 written notice to the employer;”.

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