

115TH CONGRESS
2D SESSION

H. R. 7159

To clarify the rights of not-for-profit religious employers under the National Labor Relations Act.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 16, 2018

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

A BILL

To clarify the rights of not-for-profit religious employers 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 “Freedom For Religious
5 Communities Act”.

6 **SEC. 2. EXEMPTION FOR NOT-FOR-PROFIT RELIGIOUS OR-**
7 **GANIZATIONS.**

8 Section 2 of the National Labor Relations Act (29
9 U.S.C. 152) is amended—

1 (1) in paragraph (2), by inserting “or any not-
2 for-profit religious organization,” after “subdivision
3 thereof,”; and

4 (2) by adding at the end the following:

5 “(15) The term ‘not-for-profit religious organi-
6 zation’ means—

7 “(A) any church, religious corporation, ec-
8 clesiastical corporation, corporation sole, non-
9 profit corporation, unincorporated association,
10 foundation, or other entity that is organized for
11 religious purposes or carries out religious activi-
12 ties and is exempt under section 501(c)(3) of
13 the Internal Revenue Code of 1986; or

14 “(B) any not-for-profit entity affiliated
15 with, or owned, operated, or controlled, directly
16 or indirectly, by a recognized religious organiza-
17 tion, or with an entity, membership of which is
18 determined, at least in part, with reference to
19 religion, and that is exempt under section
20 501(c)(3) of the Internal Revenue Code.”.

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