

116TH CONGRESS
1ST SESSION

S. 525

To preserve and protect the free choice of individual employees to form, join, or assist labor organizations, or to refrain from such activities.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 14, 2019

Mr. PAUL (for himself, Mr. RISCH, Mr. WICKER, Mrs. HYDE-SMITH, Mr. CRUZ, Mrs. BLACKBURN, Mr. COTTON, Mr. BARRASSO, Mr. INHOFE, Mr. ROBERTS, Mr. SCOTT of South Carolina, Mr. ROUNDS, Mr. PERDUE, Mr. ENZI, Mr. GARDNER, Mr. CORNYN, and Mr. CRAMER) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To preserve and protect the free choice of individual employees to form, join, or assist labor organizations, or to refrain from such activities.

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 “National Right-to-
5 Work Act”.

1 **SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELA-**
 2 **TIONS ACT.**

3 (a) RIGHTS OF EMPLOYEES.—Section 7 of the Na-
 4 tional Labor Relations Act (29 U.S.C. 157) is amended
 5 by striking “except to” and all that follows through “au-
 6 thorized in section 8(a)(3)”.

7 (b) UNFAIR LABOR PRACTICES.—Section 8 of the
 8 National Labor Relations Act (29 U.S.C. 158) is amend-
 9 ed—

10 (1) in subsection (a)(3), by striking “: *Provided*,
 11 That” and all that follows through “retaining mem-
 12 bership”;

13 (2) in subsection (b)—

14 (A) in paragraph (2), by striking “or to
 15 discriminate” and all that follows through “re-
 16 taining membership”; and

17 (B) in paragraph (5), by striking “covered
 18 by an agreement authorized under subsection
 19 (a)(3)”;

20 (3) in subsection (f)—

21 (A) by striking clause (2) and redesign-
 22 ating clauses (3) and (4) as clauses (2) and
 23 (3), respectively; and

24 (B) by striking “*Provided*, That nothing in
 25 this subsection shall set aside the final proviso

1 to section 8(a)(3) of this Act: *Provided further*,”
2 and inserting “*Provided*,”.

3 (c) ADDITIONAL CONFORMING AMENDMENTS.—The
4 National Labor Relations Act (29 U.S.C. 151 et seq.) is
5 amended—

6 (1) in section 9 (29 U.S.C. 159), by striking
7 subsection (e);

8 (2) in section 3(b) (29 U.S.C. 153(b)), by strik-
9 ing “or (e)”; and

10 (3) in section 8(f) (29 U.S.C. 158(f)), as
11 amended by subsection (b)(3), by striking “or 9(e)”.

12 **SEC. 3. AMENDMENT TO THE RAILWAY LABOR ACT.**

13 Section 2 of the Railway Labor Act (45 U.S.C. 152)
14 is amended by striking the Eleventh paragraph under the
15 heading for general duties.

16 **SEC. 4. EFFECTIVE DATE.**

17 This Act, and the amendments made by this Act,
18 shall apply to any agreement entered into or renewed after
19 the date of enactment of this Act.

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