

Harris (NC) Mann
 Harshbarger Massie
 Hern (OK) Mast
 Higgins (LA) McCaul
 Hill (AR) McClain
 Hinson McClintock
 Houchin McCormick
 Hudson McDowell
 Huizenga McGuire
 Hunt Messmer
 Hurd (CO) Meuser
 Issa Miller (IL)
 Jack Miller (OH)
 Jackson (TX) Miller (WV)
 James Miller-Meeks
 Johnson (LA) Mills
 Johnson (SD) Moolenaar
 Jordan Moore (AL)
 Joyce (OH) Moore (NC)
 Joyce (PA) Moore (UT)
 Kelly (MS) Moore (WV)
 Kelly (PA) Moran
 Kennedy (UT) Murphy
 Kiggans (VA) Nehls
 Kiley (CA) Newhouse
 Kim Nunn (IA)
 Knott Obernolte
 Kustoff Ogles
 LaHood Onder
 LaLota Owens
 Langworthy Palmer
 Latta Patronis
 Lawler Perry
 Lee (FL) Pfluger
 Letlow Reschenthaler
 Loudermilk Rogers (AL)
 Lucas Rogers (KY)
 Luna Rose
 Luttrell Rouzer
 Mackenzie Roy
 Malliotakis Rulli
 Maloy Rutherford

NOES—211

Adams Espallat
 Aguilar Evans (PA)
 Amo Fields
 Ansari Figures
 Auchincloss Fletcher
 Balint Foster
 Barragán Foushee
 Beatty Frankel, Lois
 Bell Friedman
 Bera Frost
 Beyer Garamendi
 Bishop Garcia (CA)
 Bonamici Garcia (IL)
 Boyle (PA) Garcia (TX)
 Brown Gillen
 Brownley Golden (ME)
 Budzinski Goldman (NY)
 Bynum Gomez
 Carbajal Gonzalez, V.
 Carson Goodlander
 Carter (LA) Gottheimer
 Casar Gray
 Case Green, Al (TX)
 Casten Grijalva
 Castor (FL) Harder (CA)
 Castro (TX) Hayes
 Chu Himes
 Cisneros Horsford
 Clark (MA) Houlihan
 Clarke (NY) Hoyer
 Cleaver Hoyle (OR)
 Clyburn Huffman
 Cohen Ivey
 Conaway Jackson (IL)
 Correa Jacobs
 Costa Jayapal
 Courtney Jeffries
 Craig Johnson (GA)
 Crockett Johnson (TX)
 Crow Kamlager-Dove
 Cuellar Kaptur
 Davids (KS) Keating
 Davis (IL) Kelly (IL)
 Davis (NC) Kennedy (NY)
 Dean (PA) Khanna
 DeGette Krishnamoorthi
 DeLauro Landsman
 DelBene Larsen (WA)
 Deluzio Larson (CT)
 DeSaulnier Latimer
 Dexter Lee (NV)
 Dingell Lee (PA)
 Doggett Ross
 Elfreth Levin
 Escobar Liccardo

Salazar
 Scalise
 Mast Schmidt
 Schweikert
 Scott, Austin
 Sessions
 Shreve
 Simpson
 Smith (MO)
 Smith (NE)
 Smith (NJ)
 Smucker
 Spartz
 Stauber
 Stefanik
 Steil
 Steube
 Strong
 Stutzman
 Taylor
 Tenney
 Thompson (PA)
 Tiffany
 Timmons
 Turner (OH)
 Valadao
 Van Drew
 Van Duyn
 Van Epps
 Van Orden
 Wagner
 Walberg
 Weber (TX)
 Webster (FL)
 Westerman
 Wied
 Williams (TX)
 Wilson (SC)
 Wittman
 Womack
 Yakym
 Zinke

Salinas
 Sánchez
 Scanlon
 Schakowsky
 Schneider
 Scholten
 Schrier
 Scott (VA)
 Sewell
 Sherman
 Simon
 Smith (WA)
 Sorensen
 Soto
 Stansbury
 Stanton

Dunn (FL)
 Kean

Stevens
 Strickland
 Subramanyam
 Suozzi
 Sykes
 Takano
 Thanedar
 Thompson (CA)
 Thompson (MS)
 Titus
 Tlaib
 Tokuda
 Tonko
 Torres (CA)
 Torres (NY)
 Trahan

NOT VOTING—6

Mace
 McDonald Rivet
 Norman
 Self

ANNOUNCEMENT BY THE SPEAKER PRO TEMPORE

The SPEAKER pro tempore (during the vote). There are 2 minutes remaining.

□ 1441

So the resolution was agreed to.
 The result of the vote was announced as above recorded.
 A motion to reconsider was laid on the table.

NOTICE OF INTENTION TO OFFER MOTION TO DISCHARGE COMMITTEE ON RULES FROM FURTHER CONSIDERATION OF HOUSE RESOLUTION 1140

Mr. NORCROSS. Mr. Speaker, pursuant to clause 2(c) of rule XV, I rise to provide notice of my intent to offer a motion to discharge the Committee on Rules from the further consideration of House Resolution 1140.

The SPEAKER pro tempore. Did the gentleman sign the petition?

Mr. NORCROSS. I did.
 The SPEAKER pro tempore. The Chair will now recognize the gentleman from New Jersey to offer the motion just noticed.

Does the gentleman offer the motion to discharge?

Mr. NORCROSS. I do, Mr. Speaker.
 The SPEAKER pro tempore. The gentleman from New Jersey calls up a motion to discharge the Committee on Rules from further consideration of House Resolution 1140.

The Clerk will report the title of the resolution.

The Clerk read the title of the resolution.

The SPEAKER pro tempore. Under the rule, the gentleman from New Jersey (Mr. NORCROSS) will be recognized for 10 minutes, and the gentleman from Michigan (Mr. WALBERG) will be recognized for 10 minutes.

The Chair recognizes the gentleman from New Jersey.

Mr. NORCROSS. Mr. Speaker, I rise to make a motion to discharge H.R. 5408, the Faster Labor Contracts Act. I urge my colleagues to vote “yes,” and I reserve the balance of my time.

Mr. WALBERG. Mr. Speaker, I oppose the motion, and I yield back the balance of my time.

Mr. NORCROSS. Mr. Speaker, the Faster Labor Contracts Act creates a fair and reliable time frame for work-

ers and employers to reach their first contract.

Workers in this country are guaranteed the right to organize and collectively bargain. Together, by passing this bipartisan bill, we can close one of the biggest loopholes undermining their ability to get an actual contract.

Mr. Speaker, I yield back the balance of my time.

The SPEAKER pro tempore. All time for debate has expired.

The question is on the motion offered by the gentleman from New Jersey to discharge the Committee on Rules from further consideration of House Resolution 1140.

The question was taken; and the Speaker pro tempore announced that the noes appeared to have it.

Mr. NORCROSS. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.
 The SPEAKER pro tempore. This is a 5-minute vote.

The vote was taken by electronic device, and there were—yeas 220, nays 199, not voting 11, as follows:

[Roll No. 212]

YEAS—220

Adams	Figures	Matsui
Aguilar	Fitzpatrick	McBath
Amo	Fletcher	McBride
Ansari	Foster	McClain Delaney
Auchincloss	Foushee	McClellan
Bacon	Frankel, Lois	McCollum
Balint	Friedman	McGarvey
Barragán	Frost	McGovern
Beatty	Garamendi	McIver
Bell	Garcia (CA)	Meeks
Bera	Garcia (IL)	Mejia
Beyer	Garcia (TX)	Menefee
Bishop	Gillen	Menendez
Bonamici	Golden (ME)	Meng
Boyle (PA)	Goldman (NY)	Mfume
Bresnahan	Gomez	Miller (OH)
Brown	Gonzalez, V.	Min
Brownley	Goodlander	Moore (WI)
Budzinski	Gottheimer	Moore (WV)
Bynum	Gray	Morelle
Carbajal	Green, Al (TX)	Morrison
Carson	Grijalva	Moskowitz
Carter (LA)	Harder (CA)	Moulton
Casar	Hayes	Mrvan
Case	Himes	Mullin
Casten	Horsford	Nadler
Castor (FL)	Houlihan	Neal
Castro (TX)	Hoyer	Neguse
Chu	Hoyle (OR)	Norcross
Cisneros	Huffman	Ocasio-Cortez
Clark (MA)	Ivey	Olszewski
Clarke (NY)	Jackson (IL)	Omar
Cleaver	Jacobs	Pallone
Clyburn	Jayapal	Panetta
Cohen	Jeffries	Pappas
Conaway	Johnson (GA)	Pelosi
Correa	Johnson (TX)	Perez
Costa	Kamlager-Dove	Peters
Courtney	Kaptur	Petterson
Craig	Keating	Pingree
Crockett	Kelly (IL)	Pocan
Crow	Kennedy (NY)	Pou
Cuellar	Khanna	Pressley
Davids (KS)	Krishnamoorthi	Quigley
Davis (IL)	LaLota	Ramirez
Davis (NC)	Landsman	Randall
Dean (PA)	Larsen (WA)	Raskin
DeGette	Larson (CT)	Riley (NY)
DeLauro	Latimer	Rivas
DelBene	Lawler	Ross
Deluzio	Lee (NV)	Ruiz
DeSaulnier	Lee (PA)	Ryan
Dexter	Leger Fernandez	Salinas
Dingell	Levin	Sánchez
Doggett	Liccardo	Scanlon
Elfreth	Lieu	Schakowsky
Escobar	Lofgren	Schneider
Fields	Lynch	Scholten
	Magaziner	Schrier
	Mannion	Scott (VA)

Sewell
Sherman
Simon
Smith (NJ)
Smith (WA)
Sorensen
Soto
Stansbury
Stanton
Stevens
Strickland
Subramanyam
Suozi
Sykes

Takano
Thanedar
Thompson (CA)
Thompson (MS)
Thompson (NY)
Tlaib
Tokuda
Tonko
Torres (CA)
Torres (NY)
Trahan
Tran
Underwood
Van Drew

Vargas
Vasquez
Veasey
Velázquez
Titus
Vindman
Walkinshaw
Wasserman
Schultz
Waters
Watson Coleman
Whitesides
Williams (GA)
Wilson (FL)

NAYS—199

Aderholt
Alford
Allen
Amodi (NV)
Arrington
Babin
Baird
Balderson
Barr
Barrett
Bean (FL)
Begich
Bentz
Bergman
Bice
Biggs (AZ)
Biggs (SC)
Bilirakis
Boebert
Bost
Brecheen
Buchanan
Burchett
Burlison
Calvert
Cammack
Carey
Carter (GA)
Carter (TX)
Ciscomani
Cline
Cloud
Clyde
Cole
Collins
Comer
Crane
Crank
Crawford
Crenshaw
Davidson
De La Cruz
DesJarlais
Diaz-Balart
Donalds
Downing
Edwards
Ellzey
Emmer
Estes
Evans (CO)
Ezell
Fallon
Fedorchak
Feenstra
Fine
Finstad
Fischbach
Fitzgerald
Fleischmann
Flood
Fong
Foxy
Franklin, Scott
Fry
Fulcher
Fuller

NOT VOTING—11

Baumgartner
Dunn (FL)
Graves
Houchin

Joyce (OH)
Kean
Mace
McDonald Rivet

Mills
Moolenaar
Moore (AL)
Moore (NC)
Moore (UT)
Moran
Murphy
Nehls
Newhouse
Nunn (IA)
Oberholte
Ogles
Onder
Owens
Patronis
Perry
Pfluger
Reschenthaler
Rogers (AL)
Rogers (KY)
Rose
Rouzer
Roy
Rulli
Rutherford
Salazar
Scalise
Schmidt
Schweikert
Scott, Austin
Self
Sessions
Shreve
Simpson
Smith (MO)
Smith (NE)
Smucker
Spartz
Staubert
Stefanik
Steil
Steube
Stutzman
Taylor
Tenney
Thompson (PA)
Tiffany
Timmons
Turner (OH)
Valadao
Van Duyne
Van Epps
Van Orden
Wagner
Walberg
Weber (TX)
Webster (FL)
Westerman
Wied
Williams (TX)
Wilson (SC)
Wittman
Womack
Yakym
Zinke

The result of the vote was announced as above recorded.

Stated against:

Mr. PALMER. Mr. Speaker, I was unavoidably detained. Had I been present, I would have voted NAY on Roll Call No. 212.

Mr. GRAVES. Mr. Speaker, I missed a series of votes today. Had I been present, I would have voted NAY on Roll Call No. 212.

The SPEAKER pro tempore. The Clerk will report the resolution.

The Clerk read as follows:

H. RES. 1140

Resolved, That immediately upon adoption of this resolution, the House shall proceed to the consideration in the House of the bill (H.R. 5408) to accelerate workplace time-to-contract under the National Labor Relations Act. All points of order against consideration of the bill are waived. The bill shall be considered as read. All points of order against provisions in the bill are waived. The previous question shall be considered as ordered on the bill and on any amendment thereto to final passage without intervening motion except: (1) one hour of debate equally divided and controlled by the chair and ranking minority member of the Committee on Education and Workforce or their respective designees; and (2) one motion to recommit.

SEC. 2. Clause 1(c) of rule XIX and clause 8 of rule XX shall not apply to the consideration of H.R. 5408.

SEC. 3. The Clerk shall transmit to the Senate a message that the House has passed H.R. 5408 no later than three calendar days after passage.

The SPEAKER pro tempore. The gentleman from New Jersey is recognized for 1 hour.

Mr. NORCROSS. Mr. Speaker, I am a union electrician by trade and a proud member of IBEW Local 351. I have spent my entire life fighting for workers to get a fair shake from their employers. I am proud to rise in support of what would be the most impactful protection for workers' rights in nearly 100 years, my Faster Labor Contracts Act.

Whether it is safer working conditions, better pay, or even something as simple as getting the weekend off from work, unions have been making people's lives better for generations. They do so by helping workers get a seat at the table with companies that control the purse strings. One of the most important tools a union has to get that seat is the right to collectively bargain.

Workers' right to negotiate their contracts together has been the law of the land for almost a century. Yet, for that entire time, there has been a glaring loophole in the system that allows employers to prevent unions from ever securing their first contract. Simply put, workers have no real option if their bosses hold out in negotiations indefinitely.

That is exactly what employers have done. They have run out the clock.

It can already take 1 year for workers to win and certify an election and to actually be unionized, and that is when the start of the clock begins. It takes an average of 458 days for an employer to agree with a union to get their first contract. That is just the av-

erage. Roughly one-third of all those workers are forced to wait over 3 years before they can sign on the dotted line.

Companies have every incentive to drag out this waiting game. For starters, delaying a new contract ensures that their profits don't have to be shared with their workers. Employers also know that if they can hold up negotiations long enough, there is a chance their employees might get frustrated and decide this process simply is too long. For some of the largest corporations, making collective bargaining as painful as possible might just prevent their other branches from trying to unionize in their workplace.

Let's be clear: Union-busting is illegal and wrong, and it has been for generations. With the dirty tactics of indefinite delays, many employers are working relentlessly to kill their employees' unions.

If you live in America, Mr. Speaker, you have likely crossed paths with many of those workers who were hurt by their employer's waiting games. Let's talk about the father in the Amazon delivery van dropping off home goods in an ice storm. Mr. Speaker, I am talking about the young woman at Starbucks who knows your coffee order by heart, or the kind senior bagging your groceries at Trader Joe's, or the hiking expert going that extra mile for you at REI.

Those workers are getting screwed, plain and simple. Many of them are also getting screwed by bosses like Jeff Bezos, who in a short time has accumulated more wealth than any human in the history of the world.

At Amazon, the company Bezos helped found, there are currently over 5,000 warehouse workers in Staten Island who voted to form a union in 2022. For 4 years, they have been waiting. They have been waiting for Amazon to negotiate in good faith, and they are still waiting.

Mr. Speaker, if your partner gave you an engagement ring but didn't show up for 4 years at the altar, you would think there is a problem. Well, folks, we do have a problem.

I believe workers deserve to hold their employers to those same standards. My Faster Labor Contracts Act offers a simple, three-step solution to turn endless negotiation delays into fair contracts for workers.

First, following the certification of a union election, it would require employers to begin contract negotiations with their new union within 10 days.

Second, if a new agreement is not reached after 90 days, my bill would give workers or their employers a choice to refer the negotiations to an independent mediation.

Finally, if mediation takes longer than 1 month, workers or the employer could ask for an arbitration panel to render a decision on a first contract.

This three-step plan would give both parties multiple opportunities to advance stalled contract discussions if they choose to. That is because right

ANNOUNCEMENT BY THE SPEAKER PRO TEMPORRE

The SPEAKER pro tempore (during the vote). There are 2 minutes remaining.

□ 1450

So the motion to discharge was agreed to.

now there are no opportunities if the other stops negotiating in good faith.

My bill's clear timeline for contract negotiations would ensure workers can start benefiting from their new union contract in months, not years. I am also confident that not every negotiation will require outside help because hundreds of employers already do this process the right way each day. Problem employers will be forced to sit down at the table when they know they are not allowed to run out the clock.

Unions fight for American workers of all political stripes. That is why my Faster Labor Contracts Act has attracted bipartisan support. Especially during this nasty era of politics, I am grateful for Members on both sides of the aisle who are willing to stand up with workers together.

□ 1500

Mr. Speaker, I am also grateful to my friends in the broader labor movement for long calling out bad-faith negotiations by employers.

Mr. Speaker, I ask unanimous consent to insert in the RECORD letters by several of these partners in support of the Faster Labor Contracts Act, including the Teamsters, AFL-CIO, IBEW, International Federation of Professional and Technical Engineers, United Steelworkers, and International Association of Machinists.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from New Jersey?

There was no objection.

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS,

Washington, DC, JUNE 5, 2026.

U.S. House of Representatives, Washington, DC.

DEAR REPRESENTATIVE: On behalf of the 1.3 million members of the Teamsters Union, I urge you to vote "YES" on H.R. 5408, the Faster Labor Contracts Act and H. Res 1140 providing for consideration of the bill.

Under current law, workers have the right to establish a collective bargaining agreement after they elect to form their union. Unfortunately, the National Labor Relations Act (NLRA) is full of loopholes that allow companies to drag out the negotiation process for years. On average, it takes 458 days after a successful union election to secure a first contract.

The Faster Labor Contracts Act establishes a fair and reliable first contract bargaining timeframe of approximately 130 days. The bill provides both mediation and arbitration mechanisms to employers and employees if a first contract cannot be established after a certain period. I want to be very clear on the following points:

The provisions of the bill only apply to first contract negotiation.

At any point in the established process both parties may elect together to forgo mediation or arbitration and continue to bargain in good faith.

If a first contract is reached under the terms of this bill via binding arbitration, that contract will be in effect for a term of no more than two years.

The Faster Labor Contracts Act represents good faith negotiation and compromise between political parties and issue stakeholders. Ironically, the frenzied and disingenuous opposition to H.R. 5408 by corporate special interest groups exists precisely because the Faster Labor Contracts

Act is good policy. Unlike the thousands of messaging bills introduced every year in Congress to elicit rage and conflagration, H.R. 5408 provides a fair and thoughtful solution to a real problem. It is a good bill that can become law.

All over this country, every year, hundreds of thousands of men and women elect to form a union with their co-workers for the first time. It isn't easy to win a union election. Standing in solidarity with your co-workers to demand the true worth of your labor from your employer is not without risk. When workers take that step together, they do it for the protection, wages and benefits, safety and respect granted by a union collective bargaining agreement. The Faster Labor Contracts Act levels the playing field by addressing inequity in current law which grants favor in first contract negotiations to the party with unlimited time, resources and appetite for litigation.

As General President of the Teamsters Union, my priority has been to dispense with preconceptions about what is politically possible; build unexpected coalitions; and find common sense bipartisan solutions to fixable problems. The Faster Labor Contracts Act is a product of that mission. I urge you to stand with Teamster members and workers across the country in their fight to invest in and provide for themselves, their families and their community by voting "YES" when H.R. 5408 comes to the floor.

Sincerely,

SEAN M. O'BRIEN,
General President.

AFL-CIO,
June 5, 2026.

DEAR REPRESENTATIVE: On behalf of the 15 million workers and 65 affiliate unions of the AFL-CIO, we urge you to vote YES to pass the Faster Labor Contracts Act (H.R. 5408), the bipartisan legislation led by Representatives Donald Norcross and Pete Stauber.

American workers are being squeezed. Real wages of working people are not keeping up with rising costs, and labor's share of GDP relative to profits has reached a record low, not because there is no room for wages to grow, but because too many workers have been denied the ability to organize and bargain collectively. More than 50 million workers say they would join a union if they could. Union contracts close race and gender wage gaps, build the middle class, and lift wages across entire industries. Unions help ensure safety on the job, win working families access to high quality, affordable health care, and set the standard for a secure and dignified retirement. For all the obvious benefits that union contracts confer on workplaces and the economy as a whole, the law should make it easier, not harder, for workers to exercise their rights to form unions and collectively bargain.

Yet even when workers successfully win union representation, victory is too often followed by years of bad-faith delay. The National Labor Relations Act (NLRA) imposes no time limit on reaching a first contract, and employers exploit that gap to stall negotiations, with first contracts currently averaging 458 days according to Bloomberg Law. The same companies that make deals for multibillion-dollar mergers in a matter of weeks can take months to offer a counterproposal on the simplest labor provision. This is not an accident; it is a strategy.

H.R. 5408 closes that loophole. The bill amends Section 8(d) of the NLRA to require employers to begin negotiating within 10 days of a union election. If no agreement is reached after 90 days, the dispute goes to mediation. If mediation fails after 30 days, it moves to binding arbitration. Evidence from comparable frameworks shows arbitration is

rarely invoked; the possibility of a binding decision from an arbitration is itself a powerful incentive for good-faith bargaining.

Passing H.R. 5408 is an important first step toward the broader and needed labor law reforms contained in the full PRO Act. In the meantime, this bill will make an immediate difference for workers fighting to make their lives better and will help end the dilatory tactics of union busters. Please vote YES on H.R. 5408, including all procedural votes necessary to bring it to the floor.

Sincerely,

JODY CALEMINE,
Director, Government Affairs.

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
Washington, DC, June 5, 2026.

To: All Members of the United States of
House of Representatives
Re Vote Yes on H.R. 5408, The Faster Labor
Contracts Act.

DEAR REPRESENTATIVE: On behalf of the 887,058 active and retired members of the International Brotherhood of Electrical Workers (IBEW), I am writing in support of H.R. 5408, the Faster Labor Contracts Act. A successful House vote on the bipartisan Faster Labor Contracts Act would be an important first step to reform the broken federal labor law system.

Research shows that, on average, it takes 465 days to sign a first union contract after a union wins an election. The Faster Labor Contracts Act would amend Section 8(d) of the National Labor Relations Act (NLRA), to require that:

After workers vote to form a union, employers must begin negotiating with the new union within 10 days

If no agreement is reached after 90 days, the dispute will be referred to mediation

If mediation fails after 30 days, or additional periods agreed upon by both parties, the dispute will be referred to a binding three-member arbitration panel to secure an initial contract

The Government Accountability Office (GAO) commission a report on average workplace time-to-contract one year after enactment

When workers vote to form a union, they should not have to wait years, or even months, to get a fair contract while employers stall. It is why the IBEW is requesting you to vote yes on H.R. 5408, an important labor law reform that is long overdue. Because of the critical impact this legislation will have on IBEW members, it will be included on the IBEW scorecard.

Sincerely yours,

KENNETH W. COOPER,
International President.

INTERNATIONAL FEDERATION OF PRO-
FESSIONAL & TECHNICAL ENGI-
NEERS,

Washington, DC, June 9, 2026.

DEAR REPRESENTATIVE: As the executive officers of the International Federation of Professional and Technical Engineers (IFPTE), a labor union representing upwards of 90,000 employees in North America, including over 30,000 workers covered under the National Labor Relations Act (NLRA), we urge you to vote today to pass the Faster Labor Contracts Act, H.R. 5408. We also request that you vote in favor of H. Res. 1140, the resolution providing for consideration of H.R. 5408.

The bipartisan Faster Labor Contracts Act will help repair a broken process for negotiating first contracts after workers have successfully voted to form a union in the private sector. Cornell's School of Industrial and Labor Relations Education Research Director Kate Bronfenbrenner testified before

the House Committee on Education and Workforce in 2022 that a random sample of 753 National Labor Relations Board (NLRB) election wins showed that 36 percent of unions and employers had a first contract within one year, 22 percent more reached contracts within two years, leaving 44 percent of first contract negotiations dragging past 2 years or longer.

Sadly, the data lines up with too many workers' experiences in organizing and bargaining first contracts, including IFPTE members. America's existing private sector labor laws do not effectively prohibit employers from using a variety of delaying tactics throughout the union election and negotiation process. While the IFPTE-endorsed Richard L. Trumka Protecting the Right to Organize (PRO) Act remains the comprehensive legislative approach to reforming the NLRB, the Faster Labor Contracts Act would meaningfully stop untimely and bad faith delays in first contract negotiations that undermine the purpose of unionizing. By requiring first contract bargaining to commence within 10 days of a request from a newly certified union, guaranteeing mediation after 90 days if either party requests it, and binding arbitration if needed, the Faster Labor Contracts Act would help workers and employers secure an initial agreement within a reasonable timeframe—in weeks and months, not years.

When working Americans won the legal right to form unions, join together to bargain with their employers, and have a voice at work through the passage of the NLRA in 1935, they created the conditions for expanding the middle class, increasing benefits, creating labor peace, and building the economic power of the nation. Today, union households have greater wealth and stability, higher rates of homeownership, and stronger long-term economic security. Strong union density also lifts standards across entire industries, raising wages and improving conditions even for nonunion workers.

Therefore, we urge you to strengthen and restore workers' ability to effectively exercise their right to bargain a first union contract by signing on to the discharge petition for the Faster Labor Contracts Act and committing to voting to pass this necessary legislation.

Thank you for considering our request.

Sincerely,

MATTHEW S. BIGGS,
IFPTE President.
GAY HENSON,
IFPTE Secretary-
Treasurer.

USW,
Pittsburgh, PA, June 8, 2026.

HOUSE OF REPRESENTATIVES,
Washington, DC.

Re United Steelworkers urges you to vote YES on H.R. 5408, the Faster Labor Contracts Act, when it comes to the floor.

DEAR REPRESENTATIVE: On behalf of the 850,000 members of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), I urge you to vote YES on H.R. 5408, the Faster Labor Contracts Act, when it comes to the floor.

As you likely know, late last month H.R. 5408 was successfully discharged to the floor on a bipartisan basis. This is the second time in six months that a pro-worker bill has been discharged to the floor, underscoring the bipartisan support for such legislation. We urge you to meet the moment by voting YES on the bill.

A worker's right to form a union and collectively bargain is a bedrock principle of our modern economic system, dating all the

way back to the 1935 National Labor Relations Act (NLRA). However, in the more than 90 years since that bill's original passage, subsequent labor law ossification and changing precedent has only served to weaken American workers' ability to freely and fully exercise their basic labor rights.

One perfect example of our broken system relates to a new union's ability to bargain a first contract. To take a step back though, it's worth reminding ourselves the immense challenges that workers face in even forming a union in the first place. Employers will often engage in both legal anti-union tactics (e.g. holding captive audience meetings) as well as illegal actions (e.g., threatening, coercing, or even firing workers who try to organize a union). On this latter front, studies have found that employers violate labor law in more than 40 percent of all elections.

Now even putting aside the massively imbalanced playing field workers face when they try to form a union, the situation does not get any better once they win an election. Companies will deliberately drag out first contract negotiations in an attempt to break the union. An analysis from Bloomberg Law found that the average length of time for a union to win a first contract was 465 days, or nearly 16 months after their election was certified. That same study showed that in 53 percent of cases, a union did not have a first contract after a year from their election win.

Why? Simply put, current labor law lacks any meaningful incentives to push employers toward making a deal. The NLRA does not allow for any financial penalties to be assessed on employers who break the law. Furthermore, companies are actually incentivized to wait at least one year because after the year mark, they can officially try to bring a decertification petition: killing the new union before it even gets a first contract. From an employer's perspective, undermining the new union by showing they cannot even obtain a first contract is very useful in mounting a decertification campaign.

The bipartisan H.R. 5408, the Faster Labor Contracts Act, addresses this imbalance by establishing a clearer timeline for reaching a first collective bargaining agreement after a union is certified. Specifically, the measure would require bargaining to begin within 10 days of a certified union election, move stalled negotiations into mediation after 90 days, and send unresolved disputes to binding arbitration after 30 days in mediation.

In closing, we strongly support H.R. 5408, and are calling on all members of the House of Representatives to vote YES when it comes to the floor. Thank you for your attention.

Sincerely,

ROXANNE D. BROWN,
International President.

IAM UNION,

Upper Marlboro, MD, June 8, 2026.

DEAR REPRESENTATIVE: On behalf of the 600,000 active and retired members of the International Association of Machinists and Aerospace Workers (IAM Union), I write to again urge you to support H.R. 5408, the bipartisan "Faster Labor Contracts Act." It will be brought to a vote on Tuesday, June 9, 2026. Championed by Representative Donald Norcross (D-NJ), it is an urgently-needed piece of labor reform that will end unfair delays in reaching a first contract for new unions, thereby ensuring that when workers exercise their legally protected right to vote to form a union, a collective bargaining agreement follows in a timely manner.

Collective bargaining is a fundamental right guaranteed to most private-sector workers in the United States through the National Labor Relations Act (the Act). The

right of workers to form a union and collectively bargain is central to improving their wages, hours, working conditions, and other terms and conditions of employment.

Once workers vote to form a union, they begin negotiating an initial contract with their employer. But the process of negotiating this first contract does not have any timeframe under the law—so employers can unduly delay the process and leave workers fighting for years to obtain this first agreement. This makes workers lose faith in the legal process that is supposed to enfranchise their rights to be heard by their employers. The IAM has seen the results of these delay tactics first-hand: workers grow frustrated and believe that their voice and choice to form a union is being ignored.

That is why the Faster Labor Contracts Act is so important. It will amend the Act to include timelines for meetings to begin negotiations, mediating if the parties are stuck, and have a binding arbitration panel to ensure a first contract is secured.

We urge you to support this critical piece of labor reform legislation and vote for its passage on Tuesday. This will ensure that workers' voices are heard at a critical juncture in their legally protected path towards representation in the workplace. While more reforms are needed, this is a very needed first step in the right direction to protecting workers' rights.

Sincerely,

BRIAN BRYANT,
IAM International
President.

TRANSPORT WORKERS UNION OF
AMERICA, AFL-CIO,

Washington, DC, April 20, 2026.

Re Cosponsor and sign discharge petition for Faster Labor Contracts Act (H.R. 5408).

DEAR REPRESENTATIVE: On behalf of more than 165,000 members of the Transport Workers Union of America (TWU), I am writing to encourage you to support H.R. 5408—the Faster Labor Contracts Act. This important legislation would ensure that once workers have voted to form a union, they can benefit from a union contract as quickly as possible.

Private sector workers in the U.S. have a right to join a union and to collectively bargain for better wages, benefits, and working conditions. However, exercising this right is incredibly difficult and it is far too easy for bad actors to delay, stymie, or outright ignore workers' attempts to form a union. Even after workers have successfully voted to join a union, employers can refuse to bargain a contract—a bad faith tactic that, while nominally illegal, is far too common.

The Faster Labor Contracts Act would establish an expedited process for workers to achieve their first contract after organizing a union. The bill would establish a fair process for binding arbitration to quickly settle labor disputes and allow workers to access the full benefits of joining a union. This important change is long overdue.

The TWU urges you to cosponsor H.R. 5408 and to sign the discharge petition for this bill now open on the House floor. American workers deserve more than a notional right to form a union, they deserve the opportunity to collectively bargain for a better future.

Sincerely,

JOHN SAMUELSEN,
International President.

Mr. NORCROSS. Mr. Speaker, the coalition we have built behind the Faster Labor Contracts Act bridges political parties, blue-collar and white-collar industries, young and old, and all walks of life. Our bill reaffirms that collective bargaining is a fundamental right

even the richest billionaires must comply with. By advancing this legislation, Congress can send a clear message that workers deserve a level playing field. I urge all my colleagues to vote “yes.”

Mr. Speaker, I yield back the balance of my time, and I move the previous question on the resolution.

The previous question was ordered.

The SPEAKER pro tempore. The question is on the resolution.

The question was taken; and the Speaker pro tempore announced that the ayes appeared to have it.

Mr. WALBERG. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, further proceedings on this question are postponed.

SECURE AMERICA ACT

Mr. ARRINGTON. Madam Speaker, pursuant to House Resolution 1345, I call up the bill (S. 2) to provide for reconciliation pursuant to title II of S. Con. Res. 33, and ask for its immediate consideration.

The Clerk read the title of the bill.

The SPEAKER pro tempore (Ms. VAN DUXNE). Pursuant to House Resolution 1345, the bill is considered read.

The text of the bill is as follows:

S. 2

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Secure America Act”.

(b) TABLE OF CONTENTS.—The table of contents for this Act is as follows:

Sec. 1. Short title; table of contents.

TITLE I—COMMITTEE ON HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS

Sec. 101. U.S. Customs and Border Protection personnel.

Sec. 102. U.S. Immigration and Customs Enforcement.

Sec. 103. Border security, technology, and screening.

Sec. 104. Additional Department of Homeland Security appropriations.

TITLE II—COMMITTEE ON THE JUDICIARY

Sec. 201. U.S. Customs and Border Protection.

Sec. 202. U.S. Immigration and Customs Enforcement.

Sec. 203. Additional Department of Homeland Security appropriations.

TITLE I—COMMITTEE ON HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS

SEC. 101. U.S. CUSTOMS AND BORDER PROTECTION PERSONNEL.

(a) PERSONNEL.—In addition to amounts otherwise available, there is appropriated to the Commissioner of U.S. Customs and Border Protection for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, \$9,550,000,000, to remain available until September 30, 2029, to hire, pay, train, and equip Border Patrol agents and Border Patrol support personnel to conduct functions other than immigration enforcement and customs functions.

(b) RESTRICTION.—None of the funds made available by subsection (a) may be used to

recruit, hire, or train personnel for the duties of processing coordinators after October 31, 2028.

SEC. 102. U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT.

In addition to amounts otherwise available, there is appropriated to the Director of U.S. Immigration and Customs Enforcement for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, \$7,450,000,000, to remain available until September 30, 2029, to hire, pay, train, and equip Homeland Security Investigations agents and support personnel and to provide other necessary expenses for Homeland Security Investigations’ mission support and operations and maintenance, of which \$108,500,000 shall be used to hire, pay, and equip additional child exploitation investigators and forensics analysts at the Victim Identification Laboratory of the Child Exploitation Investigations Unit of Homeland Security Investigations and at the Homeland Security Investigations offices of the Special Agent in Charge to support the identification and rescue of victims of child sexual exploitation and abuse, and to train such personnel and State and local law enforcement regarding identifying victims of child sexual exploitation and abuse within the Homeland Security Investigations Cyber Crimes Center, except that funds provided in this section shall be used for functions other than those related to Homeland Security Investigations’ immigration enforcement and customs enforcement missions.

SEC. 103. BORDER SECURITY, TECHNOLOGY, AND SCREENING.

(a) IN GENERAL.—In addition to amounts otherwise available, there is appropriated to the Commissioner of U.S. Customs and Border Protection for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, to remain available until September 30, 2029, \$3,450,000,000 for the following:

(1) Procurement and integration of new nonintrusive inspection equipment and associated civil works, including artificial intelligence, machine learning, and other innovative technologies, as well as other mission support, to combat the entry or exit of illicit narcotics at ports of entry and along the southwest, northern, and maritime borders.

(2) Air and Marine operations’ upgrading and procurement of new platforms for rapid air and marine response capabilities.

(3) Upgrades and procurement of border surveillance technologies along the southwest, northern, and maritime borders.

(4) Necessary expenses, including the deployment of technology, relating to the biometric entry and exit system under section 7208 of the Intelligence Reform and Terrorism Prevention Act of 2004 (8 U.S.C. 1365b).

(5) Enhancing border security by combating drug trafficking, including fentanyl and its precursor chemicals, at the southwest, northern, and maritime borders.

(6) Necessary expenses for U.S. Customs and Border Protection’s mission support and operations and maintenance for functions other than those related to its immigration enforcement and customs missions.

(b) RESTRICTIONS.—None of the funds made available under subsection (a) may be used for the procurement or deployment of surveillance towers along the southwest border and northern border that have not been tested and accepted by U.S. Customs and Border Protection to deliver autonomous capabilities.

(c) DEFINITION OF AUTONOMOUS.—In this section, with respect to capabilities, the term “autonomous” means a system designed to apply artificial intelligence, machine learning, computer vision, or other al-

gorithms to accurately detect, identify, classify, and track items of interest in real time such that the system can make operational adjustments without the active engagement of personnel or continuous human command or control.

SEC. 104. ADDITIONAL DEPARTMENT OF HOMELAND SECURITY APPROPRIATIONS.

In addition to amounts otherwise available, there are appropriated to the Secretary of Homeland Security for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, \$2,500,000,000, to remain available until September 30, 2029, for the purposes provided in this title.

TITLE II—COMMITTEE ON THE JUDICIARY

SEC. 201. U.S. CUSTOMS AND BORDER PROTECTION.

In addition to amounts otherwise available, there is appropriated to the Commissioner of U.S. Customs and Border Protection for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, \$13,020,000,000, to remain available until September 30, 2029, for hiring, paying, training, and equipping U.S. Customs and Border Protection agents, and the necessary support staff, and to provide other necessary expenses for U.S. Customs and Border Protection mission support and operations and maintenance, in order to carry out immigration enforcement activities.

SEC. 202. U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT.

In addition to amounts otherwise available, there is appropriated to the Director of U.S. Immigration and Customs Enforcement for fiscal year 2026, out of any money in the Treasury not otherwise appropriated, \$31,075,000,000, to remain available until September 30, 2029, for the following purposes:

(1) HIRING, PAYING, AND TRAINING.—Hiring, paying, training, and equipping U.S. Immigration and Customs Enforcement personnel and the personnel for all its directorates, including officers, agents, investigators, attorneys and support staff, to carry out immigration enforcement activities.

(2) TRANSPORTATION.—Funding for transportation costs and related costs associated with alien departure or removal operations.

(3) INFORMATION TECHNOLOGY.—Funding for information technology maintenance and sustainment to support enforcement and removal operations, including improvements to fee collections and body-worn cameras.

(4) FACILITY MAINTENANCE AND SUSTAINMENT.—Funding for facility maintenance and sustainment to support enforcement and removal operations.

(5) FLEET MAINTENANCE AND SUSTAINMENT.—Funding for fleet maintenance and sustainment to support enforcement and removal operations.

(6) 287(G) AGREEMENTS.—Supporting coordination with state and local authorities by expanding, facilitating, and implementing agreements under section 287(g) of the Immigration and Nationality Act (8 U.S.C. 1357(g)).

(7) OFFICE OF THE PRINCIPAL LEGAL ADVISOR.—Hiring and paying attorneys and the necessary support staff within the Office of the Principal Legal Advisor to represent the Department in immigration enforcement and removal proceedings.

(8) OPERATION AND MAINTENANCE.—Necessary expenses for U.S. Immigration and Customs Enforcement’s mission support, including awards, and operations and maintenance for its immigration enforcement functions.

(9) OPERATIONS BY U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT TO ARREST RELEASED COVERED UNLAWFUL ALIENS.—

(A) IN GENERAL.—Not less than \$350,000,000 for U.S. Immigration and Customs Enforcement for necessary expenses, in accordance