

112TH CONGRESS
1ST SESSION

S. 217

To amend the National Labor Relations Act to ensure the right of employees to a secret ballot election conducted by the National Labor Relations Board.

IN THE SENATE OF THE UNITED STATES

JANUARY 27, 2011

Mr. DEMINT (for himself, Mr. ALEXANDER, Mr. BARRASSO, Mr. BURR, Mr. CHAMBLISS, Mr. COCHRAN, Mr. ENZI, Mr. GRAHAM, Mr. INHOFE, Mr. KYL, Mr. MCCAIN, Mr. MORAN, Mr. PAUL, Mr. RISCH, Mr. SHELBY, Mr. THUNE, Mr. VITTER, Mr. WICKER, Mr. ROBERTS, Mr. CORKER, and Mr. CORNYN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the National Labor Relations Act to ensure the right of employees to a secret ballot election conducted by the National Labor Relations Board.

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 “Secret Ballot Protec-
5 tion Act of 2011”.

6 **SEC. 2. FINDINGS.**

7 Congress makes the following findings:

1 (1) The right of employees under the National
2 Labor Relations Act (29 U.S.C. 151 et seq.) to
3 choose whether to be represented by a labor organi-
4 zation by way of secret ballot election conducted by
5 the National Labor Relations Board is among the
6 most important protections afforded under Federal
7 labor law.

8 (2) The right of employees to choose by secret
9 ballot is the only method that ensures a choice free
10 of coercion, intimidation, irregularity, or illegality.

11 (3) The recognition of a labor organization by
12 using a private agreement, rather than a secret bal-
13 lot election overseen by the National Labor Relations
14 Board, threatens the freedom of employees to choose
15 whether to be represented by a labor organization,
16 and severely limits the ability of the National Labor
17 Relations Board to ensure the protection of workers.

18 **SEC. 3. NATIONAL LABOR RELATIONS ACT.**

19 (a) RECOGNITION OF REPRESENTATIVE.—

20 (1) IN GENERAL.—Section 8(a)(2) of the Na-
21 tional Labor Relations Act (29 U.S.C. 158(a)(2)) is
22 amended by inserting before the colon the following:
23 “or to recognize or bargain collectively with a labor
24 organization that has not been selected by a major-
25 ity of such employees in a secret ballot election con-

1 ducted by the National Labor Relations Board in ac-
2 cordance with section 9”.

3 (2) APPLICATION.—The amendment made by
4 paragraph (1) shall not apply to collective bar-
5 gaining relationships in which a labor organization
6 with majority support was lawfully recognized prior
7 to the date of enactment of this Act.

8 (b) ELECTION REQUIRED.—

9 (1) IN GENERAL.—Section 8(b) of the National
10 Labor Relations Act (29 U.S.C. 158(b)) is amend-
11 ed—

12 (A) in paragraph (6), by striking “and” at
13 the end;

14 (B) in paragraph (7), by striking “section
15 8(b).” and inserting “section 8(b);” and

16 (C) by adding at the end the following:

17 “(8) to cause or attempt to cause an employer
18 to recognize or bargain collectively with a represent-
19 ative of a labor organization that has not been se-
20 lected by a majority of such employees in a secret
21 ballot election conducted by the National Labor Re-
22 lations Board in accordance with section 9.”.

23 (2) APPLICATION.—The amendment made by
24 paragraph (1) shall not apply to collective bar-

1 gaining relationships that were recognized prior to
2 the date of enactment of this Act.

3 (c) SECRET BALLOT ELECTION.—Section 9(a) of the
4 National Labor Relations Act (29 U.S.C. 159(a)) is
5 amended—

6 (1) by striking “Representatives” and inserting
7 “(1) Representatives”;

8 (2) by inserting after “designated or selected”
9 the following: “by a secret ballot election conducted
10 by the National Labor Relations Board in accord-
11 ance with this section”; and

12 (3) by adding at the end the following:
13 “(2) The secret ballot election requirement under
14 paragraph (1) shall not apply to collective bargaining rela-
15 tionships that were recognized before the date of the en-
16 actment of the Secret Ballot Protection Act of 2011.”.

17 **SEC. 4. REGULATIONS AND AUTHORITY.**

18 (a) REGULATIONS.—Not later than 6 months after
19 the date of the enactment of this Act, the National Labor
20 Relations Board shall review and revise all regulations
21 promulgated prior to such date of enactment to implement
22 the amendments made by this Act.

23 (b) AUTHORITY.—Nothing in this Act (or the amend-
24 ments made by this Act) shall be construed to limit or

- 1 otherwise diminish the remedial authority of the National
- 2 Labor Relations Board.

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