

118TH CONGRESS  
1ST SESSION

# H. R. 4320

To amend the National Labor Relations Act to clarify employer rights with regard to hiring.

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IN THE HOUSE OF REPRESENTATIVES

JUNE 23, 2023

Mr. ALLEN introduced the following bill; which was referred to the Committee on Education and the Workforce

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## A BILL

To amend the National Labor Relations Act to clarify employer rights with regard to hiring.

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 “Truth in Employment  
5 Act of 2023”.

6 **SEC. 2. FINDINGS AND PURPOSE.**

7 (a) FINDINGS.—Congress finds the following:

8 (1) An atmosphere of trust and civility in labor-  
9 management relationships is essential to a produc-  
10 tive workplace and a healthy economy.

1           (2) The tactic of using professional union orga-  
2 nizers and agents to infiltrate a targeted employer’s  
3 workplace, a practice commonly referred to as “salt-  
4 ing”, has evolved into an aggressive form of harass-  
5 ment not contemplated when the National Labor Re-  
6 lations Act (29 U.S.C. 151 et seq.) was enacted and  
7 threatens the balance of rights.

8           (3) Increasingly, union organizers are seeking  
9 employment with nonunion employers not because of  
10 a desire to work for such employers but primarily to  
11 organize the employees of such employers or to in-  
12 flict economic harm specifically designed to put non-  
13 union competitors out of business, or to do both.

14           (4) While no employer may discriminate against  
15 employees based upon the views of employees con-  
16 cerning collective bargaining, an employer should  
17 have the right to expect job applicants to be pri-  
18 marily interested in utilizing the skills of the appli-  
19 cants to further the goals of the business of the em-  
20 ployer.

21 (b) PURPOSES.—The purposes of this Act are—

22           (1) to preserve the balance of rights between  
23 employers, employees, and labor organizations; and

24           (2) to alleviate pressure on employers to hire  
25 individuals who seek or gain employment in order to

1        disrupt the workplace of the employer or otherwise  
2        inflict economic harm designed to put the employer  
3        out of business.

4        **SEC. 3. PROTECTION OF EMPLOYER RIGHTS.**

5        Section 8(a) of the National Labor Relations Act (29  
6        U.S.C. 158(a)) is amended by adding after and below  
7        paragraph (5) the following:  
8        “Nothing in this subsection shall be construed to make  
9        it an unfair labor practice for an employer to not employ  
10       any person who is an employee or paid agent of any labor  
11       organization that is not the exclusive representative under  
12       section 9(a) of this Act of the bargaining unit in which  
13       the person is employed or seeks employment.”.

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