

115TH CONGRESS  
2D SESSION

# H. R. 6412

To amend the National Labor Relations Act to permit employers to unilaterally cease to deduct from the employee's paycheck dues owed by the employee to a labor organization when the agreement establishing such a deduction expires and to allow employees to cancel such deductions at any time.

---

## IN THE HOUSE OF REPRESENTATIVES

JULY 17, 2018

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

---

## A BILL

To amend the National Labor Relations Act to permit employers to unilaterally cease to deduct from the employee's paycheck dues owed by the employee to a labor organization when the agreement establishing such a deduction expires and to allow employees to cancel such deductions at any time.

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 "Employee Freedom  
5 Act".

1 **SEC. 2. UNION DUES CHECKOFF ARRANGEMENTS.**

2 Section 8(a)(5) of the National Labor Relations Act  
3 is amended by inserting before the period the following:  
4 “, except that it shall not be a violation of this paragraph  
5 or of paragraph (1) where an employer unilaterally ceases  
6 to deduct from the employee’s paycheck dues owed by the  
7 employee to a labor organization when the agreement es-  
8 tablishing such a deduction expires”.

9 **SEC. 3. RIGHT OF EMPLOYEES TO CANCEL DUES CHECK-**  
10 **OFF AT ANY TIME.**

11 Section 302(c) of the Labor Management Relations  
12 Act, 1947, is amended in paragraph (4) by striking the  
13 proviso and inserting the following: “*Provided*, That the  
14 employer has received from each employee, on whose ac-  
15 count such deductions are made, a written assignment  
16 that is revocable at will by the employee, at any time, upon  
17 written notice to the employer;”.

○