

115TH CONGRESS  
1ST SESSION

# H. R. 744

To amend the National Labor Relations Act to protect employer rights.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 30, 2017

Mr. KING of Iowa 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 protect  
employer rights.

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 2017”.

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 was enacted and threatens the balance of  
7           rights which is fundamental to collective bargaining.

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 which  
24               is fundamental to collective bargaining;

1           (2) to preserve the rights of workers to orga-  
2           nize, or otherwise engage in concerted activities pro-  
3           tected under the National Labor Relations Act; and

4           (3) to alleviate pressure on employers to hire  
5           individuals who seek or gain employment in order to  
6           disrupt the workplace of the employer or otherwise  
7           inflict economic harm designed to put the employer  
8           out of business.

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

10          Section 8(a) of the National Labor Relations Act (29  
11   U.S.C. 158(a)) is amended by adding after and below  
12   paragraph (5) the following:

13   “Nothing in this subsection shall be construed as requir-  
14   ing an employer to employ any person who seeks or has  
15   sought employment with the employer in furtherance of  
16   other employment or agency status.”.

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