

118TH CONGRESS
2D SESSION

S. 4133

To amend the National Labor Relations Act to require secret ballot elections,
and for other purposes.

IN THE SENATE OF THE UNITED STATES

APRIL 16, 2024

Mrs. BLACKBURN (for herself, Mr. TUBERVILLE, and Mr. HAGERTY) 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 require secret
ballot elections, and for other purposes.

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 “Protecting Workers
5 from Coercion Act”.

6 **SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELA-**
7 **TIONS ACT.**

8 Section 9 of the National Labor Relations Act (29
9 U.S.C. 159) is amended—

1 (1) in subsection (a), by striking “designated or
2 selected for the purposes of collective bargaining”
3 and inserting “for the purposes of collective bar-
4 gaining selected by secret ballot in an election con-
5 ducted by the Board,”; and

6 (2) in subsection (c)—

7 (A) in paragraph (1), in the flush matter
8 following subparagraph (B), by inserting “, not
9 later than 1 month after such petition was
10 filed,” after “it shall”; and

11 (B) by adding at the end the following:

12 “(6) An election may not take place after the
13 filing of any petition until the Board conducts a
14 hearing, and makes a ruling, on—

15 “(A) any issues regarding unit inclusion or
16 exclusion or eligibility of an individual; and

17 “(B) any other legal dispute concerning
18 the election alleged by the employer or a labor
19 organization seeking recognition as the collec-
20 tive bargaining representative of employees of
21 the employer.”.

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