

117TH CONGRESS  
2D SESSION

# H. R. 7396

To amend the National Labor Relations Act and the Labor Management Relations Act, 1947 to deter labor slowdowns and prohibit labor organizations from blocking modernization efforts at ports of the United States, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 5, 2022

Mr. BUDD (for himself, Mr. PERRY, Mr. DAVIDSON, Mr. ROSE, and Mr. CLYDE) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To amend the National Labor Relations Act and the Labor Management Relations Act, 1947 to deter labor slowdowns and prohibit labor organizations from blocking modernization efforts at ports of the United States, 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 “Preventing Labor  
5       Union Slowdowns Act of 2022” or the “PLUS Act of  
6       2022”.

1 **SEC. 2. DETERRING LABOR SLOWDOWNS AND PROHIBITING**  
2 **LABOR ORGANIZATIONS FROM BLOCKING**  
3 **MODERNIZATION AT PORTS.**

4 (a) AMENDMENTS TO THE NATIONAL LABOR RELA-  
5 TIONS ACT.—

6 (1) FINDINGS AND POLICY.—Section 1 of the  
7 National Labor Relations Act (29 U.S.C. 151) is  
8 amended by adding at the end the following:

9 “International trade is one of the most important  
10 components of the economy of the United States and will  
11 likely continue to grow in the future. In order to remain  
12 competitive in an increasingly competitive global economy,  
13 it is essential that the United States possess a highly effi-  
14 cient and reliable public and private transportation net-  
15 work. The ports of the United States are an increasingly  
16 important part of such transportation network. Experi-  
17 ence has demonstrated that frequent and periodic disrup-  
18 tions to commerce in the maritime industry in the form  
19 of deliberate and unprotected labor slowdowns, or impedi-  
20 ments to modernization, at the ports of the United States  
21 have led to substantial supply chain and economic disrup-  
22 tions, interfering with the free flow of domestic and inter-  
23 national commerce and threatening the economic health  
24 of the United States, as well as its citizens and businesses.  
25 Such frequent and periodic disruptions to commerce in the  
26 maritime industry hurt the reputation of the United

1 States in the global economy, cause the ports of the  
 2 United States to lose business, and represent a serious  
 3 and burgeoning threat to the financial health and eco-  
 4 nomic stability of the United States. It is hereby declared  
 5 to be the policy of the United States to eliminate the  
 6 causes and mitigate the effects of such disruptions to com-  
 7 merce in the maritime industry and to provide effective  
 8 and prompt remedies to individuals injured by such dis-  
 9 ruptions.”.

10 (2) DETERRING LABOR SLOWDOWNS AT  
 11 PORTS.—The National Labor Relations Act is  
 12 amended—

13 (A) in section 2 (29 U.S.C. 152), by add-  
 14 ing at the end the following:

15 “(15) The term ‘employee engaged in maritime  
 16 employment’ has the meaning given the term ‘em-  
 17 ployee’ in section 2(3) of the Longshore and Harbor  
 18 Workers’ Compensation Act (33 U.S.C. 902(3)).

19 “(16) The term ‘labor slowdown’—

20 “(A) includes any intentional effort by em-  
 21 ployees to reduce productivity or efficiency in  
 22 the performance of any duty of such employees;  
 23 and

24 “(B) does not include any such effort re-  
 25 quired by the good faith belief of such employ-

ees that an abnormally dangerous condition exists at the place of employment of such employees.”; and

(B) in section 8(b) (29 U.S.C. 158(b))—

(i) in paragraph (6), by striking “and” after the semicolon;

(ii) in paragraph (7), by striking the period at the end of the matter following subparagraph (C) and inserting a semicolon; and

(iii) by adding at the end the following:

“(8) in representing, or seeking to represent, employees engaged in maritime employment, to engage in a labor slowdown at any time, including when a collective-bargaining agreement is in effect; and”.

(3) PROHIBITING LABOR ORGANIZATIONS FROM BLOCKING MODERNIZATION AT PORTS.—Section 8(b) of the National Labor Relations Act (29 U.S.C. 158(b)), as amended by paragraph (2)(B), is further amended by adding at the end the following:

“(9) in representing, or seeking to represent, employees engaged in maritime employment, to—

“(A) impede or attempt to impede modernization efforts at a port, which thereby interferes with or otherwise impedes economic activity in relation to the national supply chain; or

“(B) interfere with or otherwise impede the servicing of any automated vessel operating without a crew.”.

(4) PREVENTING UNFAIR LABOR PRACTICES.—

Section 10(l) of the National Labor Relations Act (29 U.S.C. 160(l)) is amended in the first sentence, by striking “or section 8(b)(7)” and inserting “or paragraph (7), (8), or (9) of section 8(b)”.

(b) AMENDMENTS TO THE LABOR MANAGEMENT RELATIONS ACT, 1947.—Section 303 of the Labor Management Relations Act, 1947 (29 U.S.C. 187) is amended—

(1) in subsection (a), by striking “in section 8(b)(4)” and inserting “under paragraph (4), (8), or (9) of section 8(b)”;

(2) in subsection (b), by adding at the end the following: “With respect to any unfair labor practice under paragraph (8) or (9) of section 8(b) of the National Labor Relations Act (29 U.S.C. 158(b)), the damages recovered shall be in an amount equal to 2 times the amount of damages sustained and the

1 cost of the suit shall include any reasonable attorney  
2 fees and expert witness fees.”; and

3 (3) by adding at the end the following:

4 “(c) In an action for damages resulting from a viola-  
5 tion of section 8(b)(8) of the National Labor Relations  
6 Act (29 U.S.C. 158(b)(8)), it shall not be a defense that  
7 the injured party has, in any manner, waived, or pur-  
8 ported to waive, the right of such party to pursue mone-  
9 tary damages relating to the labor slowdown at issue—

10 “(1) in connection with a contractual grievance  
11 alleging a violation of a clause prohibiting a strike,  
12 or a similar clause, in a collective-bargaining agree-  
13 ment; or

14 “(2) in connection with an action for a breach  
15 of such a clause under section 301.”.

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