



IN THE CONGRESS OF THE UNITED STATES

JANUARY 1, 2020

Mr. LONG (for himself, Mr. SMITH, Mr. WALKER, Mr. OBAMA, Mr. SCOTT, Mr. BIG, Mr. JOHNSON-KOAY) introduced the following bill;

A BILL

Increasing protections for labor and unions in the United States.

Be it resolved by the Senate and the House of Representatives of the United States of America in Congress Assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Labor Rights Act of 2020”

SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELATIONS ACT OF 1935

(a) Section 2(3) [29 U.S.C. §§ 151-169](#) is amended to read as follows -

The term "employee" shall include any employee, and shall not be limited to the employees of a particular employer, unless the Act [this subchapter] explicitly states otherwise, and shall include any individual whose work has ceased as a consequence of, or in connection with, any current labor dispute or because of any unfair labor practice, and who has not obtained any other regular and substantially equivalent employment, and will include any individual employed as an agricultural laborer, or in the domestic service of any family or person at his home, or any individual employed by his parent or spouse, or any individual having the status of an independent contractor, or any individual employed as a supervisor, or any individual

employed by an employer subject to the Railway Labor Act [45 U.S.C. § 151 et seq.], as amended from time to time, or by any other person who is not an employer as herein defined.

(b) Section 2(11) of [29 U.S.C. §§ 151-169](#) is amended to read as follows -

The term "supervisor" means any individual having authority, in the interest of the employer, to hire, lay off, promote or discharge other employees, or to adjust their grievances, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

(c) Section 7 of [29 U.S.C. §§ 151-169](#) is amended to read as follows -

Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, including the right to collectively refuse to participate in any set conditions of employment with an employer in protest of unfair labor practices as defined in Section 8 of this act. They shall also have the right to refrain from any or all of such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in section 8(a)(3) [section 158(a)(3) of this title].

SEC. 3. PROVISIONS ON THE USE OF LAW ENFORCEMENT IN STRIKES

(a) The use of law enforcement, military or military auxiliary units for the purposes of intimidation or dispersal of a strike action organized and sponsored by any collective bargaining organization is prohibited, unless violence at such an action is widespread without government involvement.

SEC. 4. ENACTMENT.

EFFECTIVE DATE.— The provisions of this Act shall come into force immediately upon passage.
