

Crs Report for Congress: Labor Union Recognition Procedures: Use of Secret Ballots and Card Checks: May 23, 2005 - RL32930



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Congressional Research Service: The Library of Congress, Gerald Mayer

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Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book ***** Print on Demand *****.The National Labor Relations Act of 1935 (NLRA) gives private sector workers the right to join or form a labor union and to bargain collectively over wages, hours, and working conditions. An issue before Congress is whether to change the procedures under which workers choose to join, or not join, a union. Under current law, the National Labor Relations Board (NLRB) conducts a secret ballot election when a petition is filed requesting one. A petition can be filed by a union, employees, or an employer. Employees or a union may request an election if at least 30 of employees have signed a petition or authorization cards (i.e., cards authorizing a union to represent them). The NLRA does not require secret ballot elections, however. An employer may voluntarily recognize a union when presented with authorization cards signed by a majority of employees. An employer may also enter into a card check agreement with a union before organizers begin to collect signatures. Legislation introduced in the 109th Congress, H.R. 874, would require secret ballot elections for union certification. Other legislation, S. 842 and H.R. 1696, would require the NLRB to certify a union if a majority of employees sign authorization cards (i.e., .



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