



National Right to Work Committee

Issue Brief

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A COALITION OF EMPLOYEES AND EMPLOYERS

119th Congress

Oppose the So-Called “Faster Labor Contracts Act” (S. 844)

The National Right to Work Committee urges strong opposition to Senator Hawley’s so-called “Faster Labor Contracts Act” (S. 844)

Real Contracts Take Time

- First contracts between an employer and a newly-recognized union are not easy, and take time to get right.
- Both parties often start out without much common ground.
- Literally everything about the terms and conditions of employment must be negotiated, set in writing, and made permanent for the next three years, regardless of changing market conditions. Care is called for. A rushed process could bankrupt a company, putting the entire workforce out of their jobs.
- It has been a bedrock principle of federal law that neither party can be compelled to agree to any particular contract term. This can and does lead to lengthy negotiating delays, if one side greatly desires a provision that the other side greatly desires to avoid.

Government-Imposed Terms are not a “Contract” at all

- The very title of the bill is a lie.
- A true contract is an agreement between two or more parties to abide by terms that both parties are willing to be bound by.
- S. 844 empowers federal bureaucrats to impose terms and conditions of employment on a company and its employees if they cannot reach agreement in a mere three months. That’s not a contract. It’s raw government control of what used to be a free marketplace.
- Employers can’t say “No.” Unions can’t say “No.” Rank and file employees don’t even get a chance to vote “No.”

Economic Disaster

- Federal bureaucrats, who do not understand a company or its market, nor have any personal stake in whether it survives, will be dictating wages, benefits, promotion policies, discipline procedures, safety rules, and more.
- Employers and employees would be bound by these federally-imposed terms for two years, regardless of market conditions.
- As a result, S. 844 would utterly ruin countless (currently non-union) American businesses due to the incompetence (or malice) of callous bureaucrats.
- That’s why Big Labor loves S.844 so much. It’s a win-win for the union bosses: either they quickly force more workers to pay union dues, or they drive their non-union competitors out of business.