

Bill Details:	Workplace Democracy Act (2016): H.R. 3690 / S. 2141 Pocan/Sanders	Workplace Democracy Act (2018): H.R. 5728 / S. 2810 Pocan/Sanders	Worker's Freedom to Negotiate Act (2018): H.R. 6080 / S. 3064 Scott/Murray	Protecting the Right to Organize (PRO) Act (2021): H.R. 842 Bobby Scott
Cosponsors:	House 38 - Senate 11	House 61 - Senate 16	House 79 - Senate 31	House 212
Codifies 2015 BFI standard for joint employer - IFA Top Concern		X	X	X
Codifies "ABC" test for independent contractors - IFA Top Concern		X	X	X
Codifies new definition of "supervisor" under the NLRA and modifies the list of supervisory activities				X
Codifies Persuader Rule		X	X	X
Codifies requirement for mediation or arbitration to facilitate first contracts between companies and newly certified unions	X		X	X
Codifies notice posting requirement - \$500 per violation (PRO Act)			X	X
Codifies voter list requirements of the ambush rule			X	X
Codifies new and increased penalties against employers for discrimination against workers that support the union			X	X
Codifies liability on corporate directors and officers who knew or participated in violations of workers' rights				X
Codifies permanently replacing a striker as a ULP			X	X
Codifies misclassification of employees as a violation of the NLRA				X
Codifies expanded standard for penalties which apply to violations of employee rights beyond those causing serious economic harm, such as threats or refusals to bargain				X
Eliminates private voting and replaces it with card check	X	X		X
Eliminates Right-to-Work laws		X	X	X
Eliminates freedom of contract if parties do not reach agreement in 120 days - Requires binding two-year arbitration finding	X	X		X
Eliminates "secondary boycott" protections		X		X
Eliminates an employer's private right of action to sue unions that engage in secondary strikes				X
Eliminates employer rights during the representation election - Prohibits Captive Audience Meetings			X	X
Eliminates employer/employee arbitration arrangements waving right to pursue work-related litigation collectively				X
Eliminates practice of employer lockouts				X
Eliminates employer standing in union representation cases				X
Allows unions greater freedom to engage in short term "intermittent" strikes			X	X
Allows unions to get into bargaining order easier			X	X
Allows NLRB orders to be self-enforcing - Allows NLRB to initiate contempt proceedings in federal court for noncompliance				X
Allows NLRB to engage in economic analysis				X
Allows union or employee to bypass Board and go directly to court			X	X
Allows NLRB to seek temporary injunctive relief when there is a reasonable cause that an employer unlawfully interfered with an employee's rights under the NLRA				X
Allows a labor organization to request conducting representative elections on or off the work location				X
Allows illegal/undocumented workers to sue employers for violations of the NLRA - reversing a 2002 Supreme Court decision				X