



Congressman Jim Jordan (R-OH), RSC Chairman
Congressman Connie Mack (R-FL), RSC Repeal Task Force Chairman

Repeal Prohibitions on Raises to Union Workers

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Background: The National Labor Relations Board (NLRB) was established by executive order in 1934. It is an independent federal government agency which is intended to enforce the ability of U.S. citizens to unionize. The NLRB also tries to prevent and solve what it deems to be “unfair labor practices committed by private sector employers and unions.” Currently, the National Labor Relations Board has the power to prevent private employers and companies from giving out raises or bonuses to unionized workers if those bonuses and raises have not been negotiated by the union.

What We Know:

- **What This Bill Will Do:** This bill will amend the National Labor Relations Act to say that nothing in the Act prohibits an employer from paying a union employee greater wages than provided for in the contract or labor agreement.
- **Why This Is Necessary:** As The Heritage Foundation points out, “Currently union contracts set both a wage floor and a wage ceiling. Unionized employers may not give productive workers pay raises without negotiating them with the union. Unions usually resist individual raises. They typically demand that employers reward workers for ‘time served’ rather than hard work.” Federal law currently acts to prevent employers from rewarding excellent employees who happen to be members of a union. It is unfair that federal law is being used to prevent businesses from providing merit-based pay to many highly-valued employees, while simultaneously rewarding those who do not work as hard. This bill would give unionized companies the opportunity to award raises to hardworking and high performing employees, which they are not guaranteed under current Federal law.
- **Government Gone Wild:** The federal government does not have the right to prevent hardworking employees from being rewarded for going above and beyond expectations. By stepping in and preventing employers from rewarding merit, the federal government is unfairly punishing American citizens who deserve to receive a raise in their salary.

Conclusion: The federal government should not prevent businesses from rewarding employees based on merit. It is fundamentally unfair for a business to be forced to pay both highly effective and less effective employees at the same rate, and the National Labor Relations Board should not have the ability to strike down any bonuses or merit-based salary raises to which a union has not yet agreed.

MEMBER ACTION ITEM: Rep. Todd Rokita has introduced H.R. 4385, the Rewarding Achievement and Incentivizing Successful Employees (RAISE) Act. All RSC Members are encouraged to support this bill. For more information or to cosponsor, please contact Lindley Kratovil at Lindley.Kratovil@mail.house.gov.

If you would like to participate in the RSC Repeal Task Force, please email Rick.Eberstadt@mail.house.gov.

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“The RSC Repeal Task Force’s mission is to put our nation onto a path of greater economic freedom by eliminating U.S. federal laws and regulations that impede or inhibit economic growth, prosperity and opportunity.”