OPPOSE THE FASTER LABOR CONTRACTS ACT

The Faster Labor Contracts Act, introduced by Sens. Josh Hawley, R-Mo., Bernie Moreno, R-Ohio, Cory Booker, D-N.J., Gary Peters, D-Mich., and Jeff Merkley, D-Ore., would impose government-mandated contract terms on employers and employees, stripping away their rights to freely negotiate workplace conditions.

This legislation mirrors provisions in the ABC-opposed Protecting the Right to Organize Act and the Employee Free Choice Act, both of which were previously rejected on a bipartisan basis. ***The FLCA would give government-appointed arbitrators unchecked power to dictate wages, benefits and workplace policies for newly organized employees—terms binding for two years with no input from affected businesses or workers.***

This bill expands federal control over private sector negotiations and raises constitutional concerns. The National Labor Relations Act was designed to promote voluntary collective bargaining, not government-imposed contracts. By mandating arbitration for negotiation delays, the FLCA removes workers' right to vote on contracts and deprives businesses of due process protections under the Fifth Amendment. The consequences would be devastating for construction businesses and workers, forcing companies to accept unworkable contract terms that threaten their viability.

This would drastically expand federal government bureaucrats' authority over agreements in the private sector, which has never been done in America and should not start now.

Congress has repeatedly rejected similar proposals due to their harmful impact on businesses, workers and the economy. ABC urges strong opposition to protect free enterprise and workers' rights in the construction industry and beyond.

HARMFUL PROVISIONS OF THE FASTER LABOR CONTRACTS ACT

Unrealistic, Arbitrary Negotiation Timelines

- Mandates negotiations to begin within 10 days of certification.
- Forces employers and unions to finalize agreements within 120 days or face binding arbitration.
- **OPPOSE:** Rushed agreements harm workers and businesses and ignore the realities and complexities of these negotiations

Government-Appointed Arbitrators Dictate Contract Terms

- If an agreement isn't reached, government-appointed arbitrators will force binding interest arbitration to determine an agreement, including wages, benefits and policies without worker or employer input.
- **OPPOSE:** Arbitrators lack industry expertise and accountability, increasing the risk of lost jobs or business closures.

Strips Workers of Their Right To Vote on Contracts

- Employees cannot approve or reject contract terms impacting their livelihoods.
- **OPPOSE:** The bill removes workers' right to vote on or strike against contracts.

Violates Constitutional Protections

- Forces employers to accept costly operational changes without legal recourse.
- **OPPOSE:** The bill is an unconstitutional government taking and deprives businesses of due process rights guaranteed by the Fifth Amendment.

Expands Federal Bureaucracy

- Empowers the Federal Mediation and Conciliation Service, an obscure government agency that does not have the resources or manpower to handle this responsibility, to mediate and arbitrate, necessitating significantly more funding/hiring or risking massive delays in the negotiation process.
- **OPPOSE:** The bill increases taxpayer burdens while contradicting efforts to reduce government intervention.