

VOTE NO

H.R. 5408 Faster Labor Contracts Act

WHAT'S THIS BILL ABOUT?

- *Faster Labor Contracts Act* would allow government-appointed arbitrators to impose a union contract on workers and employers if the two sides cannot reach an agreement on their own.
- After a union is certified, the parties would have 10 days to start bargaining and 90 days to negotiate a first contract. If they can't reach a deal, the dispute moves to mediation for 30 days. If mediation fails, arbitrators chosen through a federal process can write the contract for them. That contract would be binding for two years. Workers would not get to vote on it.

WHY IS THIS A PROBLEM?

- **Workers could lose their right to vote on their own contract.** Union members typically have the final say on whether to accept a contract. Under this bill, the federal government could impose a contract on workers they never approved.
- **Government officials—not workers and employers—could decide workplace rules.** Arbitrators could determine pay, benefits, schedules, leave policies, workplace rules, and other key terms of employment. Those decisions would be made by people who are not part of the workplace and may have no experience in that industry.
- **Bad decisions could cost jobs.** The bill does not require arbitrators to consider whether a business can actually afford the contract they impose. If the terms are unrealistic, businesses could be forced to cut jobs, reduce investment, or close locations.
- **There is no real appeal process.** Once an arbitrator imposes a contract, workers and employers are stuck with it for two years—even if they believe the terms are unfair or unworkable.

Opposition to H.R. 5408 spans the economy, with over 100 organizations—including employee rights advocates, HR professionals, franchise businesses, grocers, and retailers—raising concerns about the bill.

WHAT'S THE ALTERNATIVE?

- Current law already requires employers and unions to bargain in good faith and provides remedies for parties that refuse to do so.
- Instead of allowing the government to impose contracts, Congress should preserve a system where workers and employers negotiate agreements themselves, and workers have a voice in the final outcome.

BOTTOM LINE: CONGRESS SHOULD REJECT H.R. 5408 BECAUSE IT TAKES POWER AWAY FROM WORKERS AND JOB CREATORS.