

119TH CONGRESS
1ST SESSION

H. R. 1232

To preserve and protect the free choice of individual employees to form,
join, or assist labor organizations, or to refrain from such activities.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 12, 2025

Mr. WILSON of South Carolina (for himself, Mr. CLINE, Mr. WEBSTER of Florida, Mr. PERRY, Mr. ISSA, Mr. FULCHER, Mr. PALMER, Mr. MOOLENAAR, Mr. CARTER of Georgia, Mr. WEBER of Texas, Ms. HAGEMAN, Mrs. CAMMACK, Mr. FITZGERALD, Mr. TIFFANY, Mr. HERN of Oklahoma, Mr. GUEST, Mr. BABIN, Mrs. HINSON, Mr. BILIRAKIS, Mr. ALFORD, Mr. DESJARLAIS, Mrs. MILLER-MEEKS, Mr. SCOTT FRANKLIN of Florida, Mr. BEAN of Florida, Mr. NEHLS, Mr. CISCOMANI, Mr. OBERNOLTE, Mr. SELF, Mr. STRONG, Mr. FLEISCHMANN, Mr. AUSTIN SCOTT of Georgia, Mr. COLLINS, Mr. ELLZEY, Ms. MACE, Mr. KELLY of Pennsylvania, Mr. BARR, Mr. RUTHERFORD, Mr. GUTHRIE, Mr. STEUBE, Mr. LOUDERMILK, Mr. ADERHOLT, Mr. MANN, Mr. EZELL, Mr. BAIRD, Mr. HUDSON, Mr. MOORE of North Carolina, Mrs. BIGGS of South Carolina, Mr. EDWARDS, Ms. LETLOW, Mr. SMITH of Nebraska, Mr. SCHMIDT, Mr. CRENSHAW, Mr. MCCORMICK, Mr. DUNN of Florida, Mrs. BICE, Mr. ROGERS of Alabama, Mr. GREEN of Tennessee, Mr. OGLES, Mr. CARTER of Texas, Mr. HARIDOPOLOS, Mr. JOYCE of Pennsylvania, Mr. ONDER, Mrs. MILLER of West Virginia, Mr. TIMMONS, Mr. McDOWELL, Mr. MCGUIRE, Mr. OWENS, Mr. CALVERT, Mr. SESSIONS, Ms. MALOY, Mr. HILL of Arkansas, Ms. LEE of Florida, Mr. ALLEN, Mr. YAKYM, and Mr. BURLISON) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To preserve and protect the free choice of individual employees to form, join, or assist labor organizations, or to refrain from such activities.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Right-to-
5 Work Act”.

6 **SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELA-**
7 **TIONS ACT.**

8 (a) Section 7 of the National Labor Relations Act (29
9 U.S.C. 157) is amended by striking “except to” and all
10 that follows through “authorized in section 8(a)(3)”.

11 (b) Section 8(a)(3) of the National Labor Relations
12 Act (29 U.S.C. 158(a)(3)) is amended by striking “: *Pro-*
13 *vided, That*” and all that follows through “retaining mem-
14 bership”.

15 (c) Section 8(b) of the National Labor Relations Act
16 (29 U.S.C. 158(b)) is amended—

17 (1) in paragraph (2), by striking “or to dis-
18 criminate” and all that follows through “retaining
19 membership”; and

20 (2) in paragraph (5), by striking “covered by
21 an agreement authorized under subsection (a)(3)”.

22 (d) Section 8(f) of the National Labor Relations Act
23 (29 U.S.C. 158(f)) is amended by striking paragraph (2)
24 and redesignating paragraphs (3) and (4) as paragraphs
25 (2) and (3), respectively.

1 **SEC. 3. AMENDMENT TO THE RAILWAY LABOR ACT.**

2 Section 2 of the Railway Labor Act (45 U.S.C. 152)

3 is amended by striking paragraph Eleventh.

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