

119TH CONGRESS  
1ST SESSION

# H. R. 6142

To require union contract votes to be carried out through a secret ballot election, to prohibit unions from authorizing strikes unless a majority of members of the union vote to authorize a strike, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 19, 2025

Mr. HARRIS of North Carolina (for himself, Mr. ONDER, and Mr. FINE) introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To require union contract votes to be carried out through a secret ballot election, to prohibit unions from authorizing strikes unless a majority of members of the union vote to authorize a strike, and for other purposes.

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 “Ask the Union Mem-  
5 bers Act”.

1 **SEC. 2. SECRET BALLOT FOR RATIFICATION AND STRIKE**  
2 **AUTHORIZATION.**

3 (a) CONTRACT RATIFICATION REQUIREMENTS.—Sec-  
4 tion 101(a) of the Labor-Management Reporting and Dis-  
5 closure Act of 1959 (29 U.S.C. 411(a)) is amended by  
6 adding at the end the following:

7 “(6) CONTRACT RATIFICATION.—A collective bar-  
8 gaining agreement may not be executed by a labor organi-  
9 zation unless such agreement is approved to be ratified  
10 by a majority vote of the members of such labor organiza-  
11 tion in good standing voting in a referendum conducted  
12 by secret ballot, after providing such agreement to each  
13 member of the labor organization not later than 72 hours  
14 prior to such referendum.”.

15 (b) STRIKE AUTHORIZATION REQUIREMENTS.—Sec-  
16 tion 8(b) of the National Labor Relations Act (29 U.S.C.  
17 158(b)) is amended—

18 (1) in paragraph (6), by striking “and” at the  
19 end;

20 (2) in paragraph (7), by striking the period at  
21 the end and inserting “; and”; and

22 (3) by adding at the end the following:

23 “(8) to authorize a strike, unless such strike is  
24 approved to be authorized by a majority vote of the  
25 members in good standing voting in a referendum  
26 conducted by secret ballot.”.

1       (c) EFFECTIVE DATE.—The amendments made by  
2 this Act shall take effect beginning on the date that is  
3 18 months after the date of enactment of this Act.

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