

119TH CONGRESS
1ST SESSION

S. 3124

To amend the National Labor Relations Act to protect employees from harassment and abuse, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 6, 2025

Mr. TUBERVILLE (for himself and Mr. CASSIDY) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the National Labor Relations Act to protect employees from harassment and abuse, 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 “Protection on the Pick-
5 et Line Act”.

1 **SEC. 2. PROTECTING EMPLOYEES FROM HARASSMENT AND**
2 **ABUSE.**

3 Section 8 of the National Labor Relations Act (29
4 U.S.C. 158) is amended by adding at the end the fol-
5 lowing:

6 “(h) In any case in which an employer takes discipli-
7 nary action against an employee for harassment or abuse
8 that occurs in the course of activity protected under sec-
9 tion 7, it shall not be an unfair labor practice under this
10 section for the employer to take such disciplinary action
11 unless—

12 “(1) the General Counsel makes an initial
13 showing that—

14 “(A) the employee engaged in activity pro-
15 tected under section 7;

16 “(B) the employer knew of that activity;
17 and

18 “(C) the employer had animus against that
19 activity, as proven with evidence sufficient to
20 establish a causal relationship between the dis-
21 ciplinary action and the activity protected under
22 section 7; and

23 “(2) the employer has not met the burden of
24 persuasion to prove that the employer would have

- 1 taken the same disciplinary action in the absence of
- 2 the activity protected under section 7.”.

