

# SB-23

Strengthening existing and enacting new protections for American workers and unions, preventing the interference of corporations in union activity.

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## IN THE SENATE OF THE AMERICAN LEGION BOYS NATION

Mr. Pahlow of Wisconsin introduced the following bill;

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## A BILL

Strengthening existing and enacting new protections for American workers and unions, preventing the interference of corporations in union activity.

*Be it enacted by The American Legion Boys Nation Senate assembled,*

### **SECTION 1. SHORT TITLE.**

This Act may be cited as the "An Act to Protect the Rights of American Workers".

### **SECTION 2. Preventing Corporate Interference in Union Activities**

In order to guarantee all American workers are given an equal opportunity to organize, this bill prevents undue corporate interference in union elections by:

1. Banning the use of captive audience meetings by employers, meetings in which workers are required to attend meetings discouraging them from joining a union.
2. Allowing employees to cast a ballot in union elections at an agreed-upon

location away from company property.

3. Prohibiting employers from offensively locking out employees, which occurs when employers prevent employees from entering the worksite until they accept the employers' offer.

4. Prohibitng employers from permanently replacing workers who go on strike.

### **SECTION 3. Protecting the Rights of Unions and Employees**

This bill seeks to protect the fundamental rights and freedoms of all workers and unions by:

1. Prohibiting employers from using their employees' immigration status against them when agreeing on a contract.

2. Requiring employers to maintain existing terms of employment during negotiations with a union until an agreement is reached.

3. Allowing unions to collect fees from all employees in a workplace, regardless of whether said employee is a member of the union or not.

4. Mandating that workers only be considered an independent contractor if they meet the following criteria:

(A) They have the liberty to complete their work without the employer's direction or oversight.

(B) Their work does not take place at the company's location and may or may not happen outside of the company's normal operating hours.

(C) They have their own occupation or trade and are free to offer their

services to other parties.

#### **SECTION 4. Penalties**

If a worker feels as though any section of this legislation has been violated within their workplace, they may file a suit against their employer in civil court.

1. In this case, the judge may award any of the following penalties:

(A) Back pay without reduction of any denied salary over the period in which the violation occurred.

(B) Punitive damages of up to \$50,000 awarded at the discretion of the judge.

(C) If the employer has committed any similar violations within the last ten years, the maximum penalty may be doubled to \$100,000.

#### **SECTION 5. Enactment**

1. This act shall take effect immediately upon passage.