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113TH CONGRESS
2D SESSION

H. R. 5280

To strengthen the current protections available under the National Labor Relations Act by providing a private right of action for certain violations of such Act, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 30, 2014

Mr. ELLISON (for himself, Mr. LEWIS, Mr. NADLER, Mr. GEORGE MILLER of California, Ms. HAHN, Mr. DANNY K. DAVIS of Illinois, Mr. SIRES, Mr. CONYERS, Ms. NORTON, Ms. FUDGE, Ms. BASS, Ms. LEE of California, Mr. TAKANO, Mr. HOLT, Mr. GRIJALVA, Ms. JACKSON LEE, and Mr. RYAN of Ohio) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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A BILL

To strengthen the current protections available under the National Labor Relations Act by providing a private right of action for certain violations of such Act, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Employee Empowerment Act".

SEC. 2. PRIVATE RIGHT OF ACTION UNDER THE NATIONAL LABOR RELATIONS ACT.

Section 10 of the National Labor Relations Act (29 U.S.C. 160) is amended by adding at the end the following:

''(n) In addition to filing a charge alleging an unfair labor practice with the Board in accordance with this Act, a person alleging an unfair labor practice by an employer in violation of section 8(a)(3) may, not later than 180 days after the date of such violation, bring a civil action in the appropriate district court of the United States against the employer for such violation. The court may grant any relief described in section 706(g) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–5) or section 1977A(b) of the Revised Statutes of the United States (42 U.S.C. 1981a(b)), and may allow the prevailing party a reasonable attorney's fee (including expert witness fees) as part of the costs.''.

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