



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

May 16, 2014

**H.R. 4320
Workforce Democracy and Fairness Act**

*As ordered reported by the House Committee on Education and the Workforce
on April, 9, 2014*

H.R. 4320 would amend the National Labor Relations Act to require the National Labor Relations Board to delay, for at least 14 days after a petition is filed, hearings on petitions by employees or employers for representation in collective bargaining. The bill also would set certain requirements for pre-election hearings. In addition, secret ballot elections could be held no earlier than 35 days after an election petition is filed. CBO estimates that enacting H.R. 4320 would not affect the federal budget.

Enacting H.R. 4320 would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

The bill contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would not affect the budgets of state, local, or tribal governments.

The CBO staff contact for this estimate is Christina Hawley Anthony. The estimate was approved by Peter H. Fontaine, Assistant Director for Budget Analysis.