



## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

August 2, 1999

### **H.R. 1441**

### **Truth in Employment Act of 1999**

*As ordered reported by the House Committee on Education and the Workforce  
on July 29, 1999*

H.R. 1441 would amend the National Labor Relations Act (NLRA) to make it easier for employers to deny employment to applicants who are not bona fide employee applicants. This provision would allow employers to refuse to hire union organizers who seek jobs with the intention of organizing workers—a practice known as salting. Current law prohibits employers from discriminating against prospective employees based on their union membership status. About half of the unfair labor practice charges against employers that are brought to the National Labor Relations Board (NLRB) involve unfair hiring allegations. A fraction of these cases deal with salting. While enactment of H.R. 1441 could affect the number of future unfair hiring allegations, CBO cannot predict whether they would increase or decrease. In any case, any budgetary impact due to a change in caseloads would be subject to the annual appropriations process. Because the bill would not affect direct spending or receipts, pay-as-you-go procedures would not apply.

H.R. 1441 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act of 1995 and would impose no costs on state, local, or tribal governments.

This estimate was prepared by Christina Hawley Sadoti (federal cost), Susan Sieg (impact on state, local, and tribal governments), and Ralph Smith (impact on the private sector).

This estimate was approved by Paul N. Van de Water, Assistant Director for Budget Analysis.