



**CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE**

October 27, 2011

**H.R. 3094  
Workforce Democracy and Fairness Act**

*As ordered reported by the House Committee on Education and the Workforce  
on October 26, 2011*

H.R. 3094 would amend the National Labor Relations Act to define how the National Labor Relations Board should determine a unit for purposes of collective bargaining. In addition, it would provide minimum and maximum time frames in which action should be taken in response to the filing of petitions.

CBO estimates that enacting H.R. 3094 would have no budgetary effect. Because enacting the bill would not affect direct spending or revenues, pay-as-you-go procedures do not apply.

H.R. 3094 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.