



CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE

May 16, 2014

H.R. 4321
Employee Privacy Protection Act

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

H.R. 4321 would amend the National Labor Relations Act to require the National Labor Relations Board to wait at least seven days after the board has issued its final determination on the petition for collective bargaining representation before obtaining from an employer a list of employees who are eligible to vote in an election for such representation. That list could include not more than one form of personal contact information, chosen by the employee in writing. CBO estimates that enacting H.R. 4321 would not affect the federal budget.

Enacting H.R. 4321 would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

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

The bill would impose a private-sector mandate as defined in UMRA by requiring employers to obtain, in writing, their employees' preferred method of being contacted by union representatives. The bill would allow employees to choose what type of personal contact information (telephone number, email address, or mailing address) to share with union organizers seeking to establish a union in their workplace. Because complying with the mandate would be a small change relative to current requirements, CBO expects that the cost of the mandate would fall below the annual threshold established in UMRA for private-sector mandates (\$152 million, in 2014, adjusted annually for inflation).

The CBO staff contacts for this estimate are Christina Hawley Anthony (for federal costs) and Chung Hyun Kim (for the private-sector effects). This estimate was approved by Peter H. Fontaine, Assistant Director for Budget Analysis.