



**CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE**

July 24, 2017

**H.R. 2775  
Employee Privacy Protection Act**

*As ordered reported by the House Committee on Education and the Workforce  
on June 29, 2017*

H.R. 2775 would amend the National Labor Relations Act to require the National Labor Relations Board wait at least seven days after the board has issued its final determination on a 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. CBO estimates that enacting H.R. 2775 would not affect the federal budget.

Enacting the bill would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply. CBO estimates that enacting H.R. 2775 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2028.

The bill contains no intergovernmental mandates as defined in the Unfunded Mandates Reform Act (UMRA) and would impose no costs on 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 only entail a small change relative to current requirements, CBO estimates that the aggregate cost of the mandate would fall well below the annual threshold established in UMRA for private-sector mandates (\$156 million, in 2017, adjusted annually for inflation).

The CBO staff contacts for this estimate are Christina Hawley Anthony (for federal costs) and Logan Smith (for private-sector mandates). The estimate was approved by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.