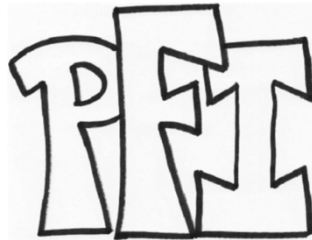


# **PENNSBURY FALCON** **INVITATIONAL**



**2024 Congress Finals**

***United States  
Joint Committee on Labor***

***Executive Session***

***February 3, 2024***

**CONFIDENTIAL MEMORANDUM**



**Date:** January 16, 2024  
**From:** United States Secretary of Labor Christopher M. Kubek  
**TO:** United States Joint Committee on Labor, All Members  
**Subj:** Updating Labor Policy

Senators,

In many industries, 2023 will be remembered as the Summer of Strikes. There were nearly 400 strikes involving almost 500,000 workers last year, from automakers to screenwriters to health care workers. While those strikes were resolved amicably, more large union contracts are expected to expire in 2024.

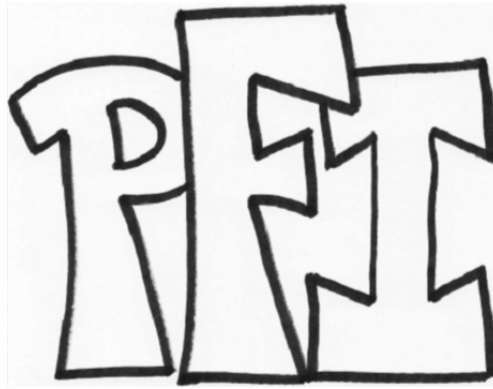
We entered 2023 with stories of the power of workers in the employment market and promises of greater gains in work-from-home flexibility and minimum wage increases. While the macroeconomic committees and agencies worked to manage inflation without causing a recession, rising costs of living – and salary and benefit expectations – combined with a stagnant overall wage level has led to labor conflict.

Furthermore, increased attention to the “gig economy” and conflict over whether those workers should be considered independent contractors or employees has led to an unsettled labor legal situation. In a politically divided nation, and in an important election year, the legal and legislative wrangling over employment and union practices. While an anti-union climate dominated a few years ago, a more favorable environment towards unions in the Biden Administration, as well as many states and many industries, has formed in the post-COVID economy.

Congress could provide essential clarity to several issues in this legislative space. Congress ought to create a uniform national policy regarding the formation of new union representation, as the current system allows multiple paths for unions to exploit and for employers to delay. Congress should also consider legislation to determine whether the political activities of unions are essential to their work. Congress should also clarify whether gig employees are eligible for union membership. Additionally, the status of federal employee unions requires your attention; the Biden Administration has utilized executive agency actions to expand union protections for workers, which could be Congressionally approved, and federal workers’ ability to go on strike remains unsettled with potential public service reforms.

Please prepare to debate these issues in a special session on February 3.

Sincerely,  
Secretary Kubek



# **PENNSBURY FALCON INVITATIONAL**

## **2024 Congressional Debate Final Session Legislation Packet**

Resolution F-1 will be the first piece of legislation debated in the Final Session. The subsequent agenda will be determined by the Committee's decision to pass or fail F-1; additional legislation will be provided, along with recesses to prepare for the debate, during the Final Session – competitors should use the memo above to guide pre-tournament preparation.

The Committee will debate a total of three pieces of legislation for a minimum of one speech and a maximum of 45 minutes. There are no side balance requirements or mandatory moves to previous question other than the 45-minute maximum time.

**F-1: A BILL TO PROTECT THE RIGHTS OF AMERICAN WORKERS TO ORGANIZE  
WITHOUT PREDATORY UNIONS**

1 BE IT ENACTED BY THE STUDENT CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Congress will adopt the following provisions of the Employee Rights Act  
3 (2023 S.1201):

4 **A.** Creation of new unions must be certified via federally supervised  
5 secret ballot representation election, and no other method.

6 **B.** Employees must be allowed to limit personal information provided to  
7 unions so that required for union organizing, i.e. name and contact  
8 information.

9 **C.** Unions must require opt-in consent from any member to use his or her  
10 union dues for purposes other than collective bargaining or contract  
11 administrative functions, including but not limited to political campaign  
12 contributions.

13 **D.** Workers will retain their right to classify as an independent contractor  
14 rather than an employee.

15 **SECTION 2.** The Department of Labor and National Labor Relations Board will  
16 oversee this legislation.

17 **SECTION 3.** This bill shall take effect immediately upon passage.

18 **SECTION 4.** All laws in conflict with this legislation are hereby declared null and void.

*Respectfully submitted,*

*Senator Tara Riggs (NY)*