



Worker RESULTS Act

Worker Reforming Elections for Speedy Unimpeded Labor Talks Act (“Worker RESULTS”) Act

[S. 3117](#), Sponsored by Chairman Bill Cassidy (R-LA)

The Worker Reforming Elections for Speedy Unimpeded Labor Talks (“Worker RESULTS”) Act would enact broad changes to the process governing union representation elections under the National Labor Relations Act (NLRA).

Designed to help workers reach a first collective bargaining agreement in a more timely manner, the bill would establish a **two-year certification bar** beginning once an initial agreement is reached—unless the union fails to bargain in good faith during the initial bargaining period. If the National Labor Relations Board (NLRB) determines that a union is not bargaining in good faith with the employer, the legislation would open a **90-day window** during which employees could vote to decertify the union.

The bill also seeks to prevent **frivolous unfair labor practice charges** from being used to delay or block representation elections. To that end, it would require the charging party to submit a **written offer of proof** supporting the charge, along with the **names of witnesses** expected to testify.

Finally, Chairman Cassidy’s legislation would strengthen worker protections by requiring that union representation be chosen **exclusively through secret-ballot elections**, eliminating certification through card check or voluntary employer recognition. It would further require that **at least two-thirds of all prospective members of a bargaining unit participate in the election** in order to certify a union, reinforcing a more robust and democratic expression of employee choice.

Bill Status: Worker Reforming Elections for Speedy Unimpeded Labor Talks Act was introduced on November 6, 2025, and referred to the Senate HELP Committee. A hearing on this and related legislation was held on October 22, 2025, at which I4AW president Vincent Vernuccio testified as an expert witness.

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