

## 115TH CONGRESS 1ST SESSION

## S. 155

To amend the National Labor Relations Act to permit employers to pay higher wages to their employees.

## IN THE SENATE OF THE UNITED STATES

January 17, 2017

Mr. Rubio introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

## A BILL

To amend the National Labor Relations Act to permit employers to pay higher wages to their employees.

- 1 Be it enacted by the Senate and House of Representa-
- 2 tives of the United States of America in Congress assembled,
- 3 SECTION 1. SHORT TITLE.
- 4 This Act may be cited as the "Rewarding Achieve-
- 5 ment and Incentivizing Successful Employees Act" or the
- 6 "RAISE Act".
- 7 SEC. 2. PAYMENT OF HIGHER WAGES.
- 8 Section 9(a) of the National Labor Relations Act (29
- 9 U.S.C. 159(a)) is amended—
- 10 (1) by inserting "(1)" after "(a)"; and

| 1  | (2) by adding at the end the following:                    |
|----|--|
| 2  | "(2) Notwithstanding a labor organization's exclusive      |
| 3  | representation of employees in a unit, or the terms and    |
| 4  | conditions of any collective bargaining contract or agree- |
| 5  | ment then in effect, nothing in either—                    |
| 6  | "(A) paragraph (1) or (5) of section 8(a), or              |
| 7  | "(B) a collective bargaining contract or agree-            |
| 8  | ment renewed or entered into after the date of en-         |
| 9  | actment of the RAISE Act,                                  |
| 10 | shall prohibit an employer from paying an employee in the  |
| 11 | unit greater wages, pay, or other compensation for, or by  |
| 12 | reason of, his or her services as an employee of such em-  |
| 13 | ployer, than provided for in such contract or agreement.". |

 $\bigcirc$