

115TH CONGRESS
1ST SESSION

H. R. 987

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

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 9, 2017

Mr. ROKITA (for himself, Mr. BARR, Mr. OLSON, Mrs. BLACK, Mr. GROTHMAN, and Mr. ROE of Tennessee) introduced the following bill; which was referred to the Committee on Education and the Workforce

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) section 8(a)(1) or 8(a)(5), 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.”.

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