



e-NEWSLETTER

Information on workplace rights, safety and health, and accessibility in the legislative branch



Collective Bargaining and Unionization

Collective bargaining is one process by which employees may negotiate conditions of employment. The Congressional Accountability Act (CAA) applies provisions of the Federal Service Labor-Management Relations Statute, protecting the rights of certain legislative branch employees to form, join, or assist a labor organization for the purpose of collective bargaining. The right of employees not to join or participate in a labor organization is also protected. Not all legislative branch employees may seek representation through a labor organization. On May 10, 2022, the House of Representatives passed a resolution enabling House staff to organize.

Employing offices and labor organizations have rights and responsibilities concerning both the establishment and the conduct of a collective bargaining relationship. The law forbids certain unfair labor practices (ULPs) by both employing offices and labor organizations. An employing office, a labor organization, or an individual may file a ULP charge with the Office of Congressional Workplace Rights (OCWR). The decision whether or not to have a labor organization represent a unit of employees is decided by the employees following a secret ballot election conducted by the OCWR. A majority of the eligible votes cast in the election must be in favor of unionization for a labor organization to become the exclusive representative. To learn more about the unionization and collective bargaining processes and other topics related to labor-management relations in the legislative branch, please visit the OCWR's [frequently asked questions \(FAQs\) page](#), contact the Office at (202) 724-9250, or e-mail LMR@ocwr.gov.

The Congressional Climate Survey

The Congressional Climate Survey (CCS) continues to roll out in the legislative branch. If you have not already received an invitation, one will be coming to your inbox soon. More information on the CCS can be found at ocwr.gov.

TRAINING CORNER

The OCWR will be hosting a pop-up training series on the Congressional Accountability Act. This webinar will explain the role of the OCWR in administering and enforcing the CAA and review the rights and responsibilities of covered legislative branch employees under the CAA. All trainings are conducted in Eastern Time. You may register below.

The CAA [September 21, 2022](#) | [October 19, 2022](#)

Don't miss updates: e-Alerts, Twitter, and Instagram



OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS