

Key Vote Alert

June 9, 2026

To the Members of the U.S. House of Representatives:

The U.S. Chamber of Commerce strongly opposes the Faster Labor Contracts Act (H.R. 5408), a proposal that could take away workers' right to vote on the terms and conditions of their own employment by replacing negotiation with forced, government-written contracts.


The Faster Labor Contracts Act (FLCA) would, for the first time, authorize government sanctioned (and in some cases appointed) arbitrators to impose first contracts on recently organized workers and employers if they fail to reach agreement themselves in as little as 120 days. This incredibly unrealistic timeline is likely to result in contracts regularly being imposed by the government on employers and workers.

Under the FLCA:

- Employees would be denied the right to vote on the contract imposed by the arbitration panel.
- The arbitration panel would not be required to ensure that the terms and costs are viable for the employer, raising the possibility that unaffordable contracts could result in job losses and in some cases business failure.
- There are no limits on scope of topics the arbitration panel can impose as part of the contract. Given that under the FLCA a federal political appointee has the authority to pick an arbiter when the employer and union cannot agree, there is significant risk that politically motivated requirements will be imposed on employees and employers.

The U.S. Chamber urges all members to vote against H.R. 5408 and its threats to the fundamental rights of employers, employees, and unions alike.

Sincerely,

A handwritten signature in black ink that reads "Rodney Davis". The signature is written in a cursive, slightly slanted style.

Rodney Davis
Senior Vice President
Government Affairs
U.S. Chamber of Commerce