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104TH CONGRESS

2D SESSION H. R. 3763 To amend title VII of the Civil Rights Act of 1964 to prohibit employment discrimination based on participation in labor organization activities.
IN THE HOUSE OF REPRESENTATIVES

JULY 9, 1996 Mr. HINCHEY introduced the following bill; which was referred to the Committee on Economic and Educational Opportunities

A BILL To amend title VII of the Civil Rights Act of 1964 to

prohibit employment discrimination based on participa-tion in labor organization activities.
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 ‘‘Employee Rights Pro-
5 tection Act of 1996’’.
6 SEC. 2. AMENDMENTS.

7 (a) DEFINITION.—Section 701 of the Civil Rights Act

8 of 1964 (42 U.S.C. 2000e) is amended by adding at the
9 end the following:

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1 ‘‘(o) The term ‘labor organization activities’ in-
2 cludes—

3 ‘‘(1) organizing, forming, joining, or assisting a
4 labor organization;
5 ‘‘(2) bargaining collectively through employee

6 representatives; and
7 ‘‘(3) engaging in other employee concerted ac-

8 tivities for the purpose of collective bargaining, or
9 other employee mutual aid or protection.’’.
10 (b) PROHIBITION OF DISCRIMINATION.—(1) Section

11 703 of the Civil Rights Act of 1964 (42 U.S.C. 2000e–
12 2) is amended—

13 (A) in the heading by striking ‘‘OR NATIONAL
14 ORIGIN’’ and insert ‘‘NATIONAL ORIGIN, OR PAR-
15 TICIPATION IN LABOR ORGANIZATION ACTIVITIES’’,

16 (B) in subsection (a)—
17 (i) in paragraph (1) by striking ‘‘or na-

18 tional origin’’ and inserting ‘‘national origin, or
19 participation in labor organization activities’’,

20 and

21 (ii) in paragraph (2) by striking ‘‘or na-
22 tional origin’’ and inserting ‘‘national origin, or

23 participation in labor organization activities’’,
24 (C) in subsection (b) by striking ‘‘or national
25 origin’’ each place it appears and inserting ‘‘national

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1 origin, or participation in labor organization activi-
2 ties’’,
3 (D) in subsection (c)—

4 (i) in paragraph (1) by striking ‘‘or na-
5 tional origin’’ and inserting ‘‘national origin, or

6 participation in labor organization activities’’,
7 and

8 (ii) in paragraph (2) by striking ‘‘or na-
9 tional origin’’ and inserting ‘‘national origin, or
10 participation in labor organization activities’’,

11 (E) in subsection (d) by striking ‘‘or national
12 origin’’ and inserting ‘‘national origin, or participa-

13 tion in labor organization activities’’,
14 (F) in subsection (h)—
15 (i) by striking ‘‘or national origin’’ the

16 first place it appears and inserting ‘‘national
17 origin, or participation in labor organization ac-

18 tivities’’, and
19 (ii) by striking ‘‘or national origin’’ the
20 second place it appears and inserting ‘‘, na-

21 tional origin, or participation in labor organiza-
22 tion activities’’,

23 (G) in subsection (j) by striking ‘‘or national
24 origin’’ each place it appears and inserting ‘‘national

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1 origin, or participation in labor organization activi-
2 ties’’,
3 (H) in subsection (k)—

4 (i) in paragraph (1)(A)(i) by striking ‘‘or
5 national origin’’ and inserting ‘‘national origin,

6 or participation in labor organization activi-
7 ties’’, and

8 (ii) in paragraph (3) by striking ‘‘or na-
9 tional origin’’ and inserting ‘‘national origin, or
10 participation in labor organization activities’’,

11 and
12 (I) in subsection (l) by striking ‘‘or national ori-

13 gin’’ and inserting ‘‘national origin, or participation
14 in labor organization activities’’.
15 (2) Section 704(b) of the Civil Rights Act of 1964

16 (42 U.S.C. 2000e–3(b)) is amended by striking ‘‘or na-
17 tional origin’’ and inserting ‘‘national origin, or participa-

18 tion in labor organization activities’’.
19 (3) Section 706(g)(2)(A) of the Civil Rights Act of
20 1964 (42 U.S.C. 2000e–5(g)(2)(A)) is amended by strik-

21 ing ‘‘or national origin’’ and inserting ‘‘national origin, or
22 participation in labor organization activities’’.

23 (4) Section 717 of the Civil Rights Act of 1964 (42
24 U.S.C. 2000e–16) is amended—

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1 (A) in subsection (a) by striking ‘‘or national
2 origin’’ and inserting ‘‘national origin, or participa-

3 tion in labor organization activities’’, and
4 (B) in subsection (c) by striking ‘‘or national
5 origin’’ and inserting ‘‘, national origin, or participa-

6 tion in labor organization activities’’.
7 SEC. 3. EFFECTIVE DATE.

8 This Act shall take effect on January 1, 1997.

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