

Teamwork for Employees and Managers (TEAM) Act of 2022
Senator Rubio (R-FL) and Rep. Jim Banks (R-IN)

Background: Employees and their employers alike want to work together on issues that matter to workers. Current law prevents employers from engaging with organized groups of workers outside of the labor union election process on the basis that it could potentially interfere with workers' organizing efforts. As a result, employers face disincentives to meaningfully engage with their employees. Workers not interested in officially forming a union are left with no collaborative option if they would like to meet with management to discuss and improve labor conditions. This has strained relationships between workers and management and has stunted progress toward better pay and working conditions for employees. Workers and employers deserve better.

Solution: The *Teamwork for Employees and Managers (TEAM) Act* would create a new mechanism for workers and managers to work together for their mutual benefit, without living in fear of heavy-handed legal action.

The legislation:

- Provides new authority for employees and employers to establish voluntary Employee Involvement Organizations (EIOs) to discuss workplace issues;
- Clarifies that an EIO may be established and dissolved by mutual consent between employers and employees, is not authorized to engage in or negotiate collective bargaining agreements with employers, and does not preclude employees from forming a labor union;
- Ensures that violations of EIO-related provisions shall be adjudicated in the U.S. court system, and not by the National Labor Relations Board; and
- Provides EIO members at companies with more than \$1 billion in yearly gross revenues with the opportunity to elect a representative to serve as a nonvoting member on the company's board of directors.