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(Original Signature of Member)

115TH CONGRESS
1ST SESSION

H. R.

To amend the National Labor Relations Act to strengthen protections for employees to exercise their rights to organize and collectively bargain for improved wages, hours, or other terms and conditions of employment, to sanction violations of such rights and assure meaningful remedies, to establish a process by which employers and employees conclude initial collective bargaining agreements, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. SCOTT of Virginia introduced the following bill; which was referred to the Committee on _____

A BILL

To amend the National Labor Relations Act to strengthen protections for employees to exercise their rights to organize and collectively bargain for improved wages, hours, or other terms and conditions of employment, to sanction violations of such rights and assure meaningful remedies, to establish a process by which employers and employees conclude initial collective bargaining agreements, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Workplace Action for
3 a Growing Economy Act” or the “WAGE Act”.

4 **SEC. 2. FINDINGS.**

5 Congress finds the following:

6 (1) The National Labor Relations Act (29
7 U.S.C. 151 et seq.) was enacted to encourage the
8 practice of collective bargaining and to protect the
9 exercise by workers of full freedom of association in
10 the workplace. Since its enactment in 1935, tens of
11 millions of workers have bargained with their em-
12 ployers over wages, benefits, and other terms and
13 conditions of employment and have raised the stand-
14 ard of living for all workers.

15 (2) According to research by the Bureau of
16 Labor Statistics, through acting collectively and bar-
17 gaining with their employers, workers who are
18 unionized earn 25.2 percent more than workers who
19 are not covered by a collective bargaining agreement.
20 They are 40.8 percent more likely to be offered
21 health insurance through work and nearly 5 times as
22 likely to have employer-provided defined benefit pen-
23 sions. The wage differential is significant for women
24 and people of color. Unionized African American
25 workers earn 25.1 percent more than African Amer-
26 ican workers who are not unionized, and unionized

1 Latino workers earn 45.7 percent more than their
2 peers who are not unionized. Unionized women earn
3 32.1 percent more than women who are not union-
4 ized, and the wage gap between men and women is
5 much smaller at unionized workplaces. The wage
6 gains achieved through collective bargaining agree-
7 ments benefit workers and their communities.

8 (3) Unions and collective bargaining ensure
9 that productivity gains are shared by working peo-
10 ple. The decline in the percentage of workers covered
11 by collective bargaining has contributed significantly
12 to skyrocketing income inequality and flat wages.

13 (4) As enacted in 1935, the National Labor Re-
14 lations Act (29 U.S.C. 151 et seq.) protects the
15 right of all workers to join together with their co-
16 workers to advocate for improvements in their pay,
17 benefits, and working conditions, regardless of
18 whether they seek representation by a union. The
19 law protects the right of workers to discuss issues
20 like pay and benefits without retaliation or inter-
21 ference by employers. However, the awareness of
22 workers regarding their rights under the law is lack-
23 ing, and many employers maintain policies that re-
24 strict the ability of workers to discuss workplace
25 issues with each other, directly contravening these

1 rights. Research shows that more than one-half of
2 workers report that their employers have policies
3 that prohibit or discourage workers from discussing
4 pay with their co-workers. These policies and prac-
5 tices impede workers from exercising their rights
6 under the law and impair their freedom of associa-
7 tion at work.

8 (5) Retaliation by employers against workers
9 who exercise their rights under the National Labor
10 Relations Act (29 U.S.C. 151 et seq.) persists at
11 troubling levels. Employers routinely fire workers for
12 trying to form a union at their workplace. In one out
13 of 3 organizing campaigns, one or more workers are
14 discharged for supporting or joining a union. From
15 fiscal years 2014 through 2016, the National Labor
16 Relations Board obtained reinstatement orders for
17 6,997 workers and obtained awards totaling over
18 \$193,000,000 for backpay and other damages for
19 workers who faced illegal retaliation for exercising
20 their rights.

21 (6) The current remedies are inadequate to
22 deter employers from violating the National Labor
23 Relations Act (29 U.S.C. 151 et seq.). The remedies
24 and penalties for violations of the National Labor
25 Relations Act (29 U.S.C. 151 et seq.) are far weaker

1 than for other labor and employment laws, including
2 the Civil Rights Act of 1964 (42 U.S.C. 2000a et
3 seq.). Unlike other major labor and employment
4 laws, there are no civil penalties for violations of the
5 law. Workers cannot go to court to pursue relief on
6 their own; they must rely on the National Labor Re-
7 lations Board to prosecute their case.

8 (7) Unlike orders of other federal agencies, the
9 National Labor Relations Board's orders are not en-
10 forced until the Board seeks enforcement from the
11 Court of Appeals. As far back as 1969, the Adminis-
12 trative Conference of the United States recognized
13 that the absence of a self-enforcing agency order im-
14 poses wasteful delays in the enforcement of the Act,
15 and recommended that the Board's orders be made
16 self-enforcing like those of other agencies. Congress
17 did not act upon this recommendation, and delays in
18 the Board's enforcement remain a problem for the
19 Act to be an effective law.

20 (8) Many workers do not currently enjoy the
21 protections of the Act because they are excluded
22 from coverage by the statute or interpretations of
23 the statute.

24 (9) Too often, workers who choose to form
25 unions are frustrated when their employers use delay

1 and other tactics to avoid reaching an initial collec-
2 tive bargaining agreement. Estimates are that in as
3 many as half of new organizing campaigns, workers
4 and their employers fail to reach an initial collective
5 bargaining agreement.

6 (10) In order to make the right to collective
7 bargaining and freedom of association in the work-
8 place a reality for workers, the National Labor Rela-
9 tions Act (29 U.S.C. 151 et seq.) must be strength-
10 ened.

11 **SEC. 3. PURPOSES.**

12 The purposes of this Act are to—

13 (1) strengthen protections for employees en-
14 gaged in collective action to improve their wages,
15 hours, and terms and conditions of employment;

16 (2) expand coverage under the Act to more em-
17 ployees;

18 (3) provide a process by which workers and em-
19 ployers can successfully negotiate an initial collective
20 bargaining agreement;

21 (4) provide for stronger remedies for employees
22 who face retaliation, discrimination, or other inter-
23 ference with the legal right of the employees to en-
24 gage in collective action;

1 (5) provide for penalties against employers who
2 violate the rights of employees to engage in collective
3 action, in order to act as a meaningful deterrent
4 against violating the law; and

5 (6) streamline the enforcement procedures of
6 the National Labor Relations Board to provide for
7 more timely and effective enforcement of the law.

8 **SEC. 4. STRENGTHENING REMEDIES AND ENFORCEMENT**
9 **FOR EMPLOYEES EXERCISING THEIR RIGHTS**
10 **AT WORK.**

11 (a) **BACKPAY.**—Section 10(c) of the National Labor
12 Relations Act (29 U.S.C. 160(c)) is amended by striking
13 “*And provided further,*” and inserting “*Provided further,*
14 That if the Board finds that an employer has discrimi-
15 nated against an employee in violation of paragraph (3)
16 or (4) of section 8(a) or has committed a violation of sec-
17 tion 8(a) that results in the discharge of an employee or
18 other serious economic harm to an employee, the Board
19 shall award the employee back pay and an additional
20 amount as liquidated damages equal to 2 times the
21 amount of such back pay, without any reduction (includ-
22 ing any reduction based on the employee’s interim earn-
23 ings or failure to earn interim earnings): *Provided fur-*
24 *ther,*”.

1 (b) CIVIL PENALTIES.—Section 12 of the National
2 Labor Relations Act (29 U.S.C. 162) is amended—

3 (1) by striking “SEC. 12. Any person” and in-
4 serting the following:

5 **“SEC. 12. PENALTIES.**

6 “(a) VIOLATIONS FOR INTERFERENCE WITH
7 BOARD.—Any person”; and

8 (2) by adding at the end the following:

9 “(b) CIVIL PENALTIES FOR VIOLATIONS OF POSTING
10 REQUIREMENTS.—If the Board, or any agent or agency
11 designated by the Board for such purposes, determines
12 that an employer has violated section 8(h), the Board
13 shall—

14 “(1) state the findings of fact supporting such
15 determination;

16 “(2) issue and cause to be served on such em-
17 ployer an order requiring that such employer post
18 the notice described in such section and provide the
19 information to new employees described in such sec-
20 tion; and

21 “(3) impose a civil penalty in an amount deter-
22 mined appropriate by the Board, except that in no
23 case shall the amount of the fine exceed \$500 for
24 each such violation.

1 “(c) VIOLATIONS CAUSING SERIOUS ECONOMIC
2 HARM TO EMPLOYEES.—

3 “(1) IN GENERAL.—Any employer who commits
4 an unfair labor practice within the meaning of para-
5 graph (3) or (4) of section 8(a) or a violation of sec-
6 tion 8(a) that results in the discharge of an em-
7 ployee or other serious economic harm to an em-
8 ployee shall, in addition to any remedy ordered by
9 the Board, be subject to a civil penalty. Such penalty
10 shall be in an amount not to exceed \$50,000 for
11 each violation, except that the Board shall double
12 the amount of such penalty, to an amount not to ex-
13 ceed \$100,000, in any case where the employer has
14 within the preceding 5 years committed another
15 such violation.

16 “(2) CONSIDERATIONS.—In determining the
17 amount of any civil penalty under this subsection,
18 the Board shall consider—

19 “(A) the gravity of the unfair labor prac-
20 tice;

21 “(B) the impact of the unfair labor prac-
22 tice on the charging party, on other persons
23 seeking to exercise rights guaranteed by this
24 Act, and on the public interest; and

25 “(C) the size of the employer.

1 “(3) DIRECTOR AND OFFICER LIABILITY.—If
2 the Board determines, based on the particular facts
3 and circumstances presented, that a director or offi-
4 cer’s personal liability is warranted, a civil penalty
5 for a violation described in this subsection may also
6 be assessed against any director or officer of the em-
7 ployer who directed or committed the violation, had
8 established a policy that led to such violations, or
9 had knowledge of and the authority to prevent the
10 violation and failed to do so.

11 “(d) JOINT AND SEVERAL LIABILITY.—An employer
12 shall be jointly and severally liable under this Act for any
13 violations of this Act involving one or more employees sup-
14 plied by another employer to perform labor within the em-
15 ployer’s usual course of business.”.

16 (c) INJUNCTIONS AGAINST UNFAIR LABOR PRAC-
17 TICES INVOLVING DISCHARGE OR OTHER SERIOUS ECO-
18 NOMIC LOSS.—Section 10(j) of the National Labor Rela-
19 tions Act (29 U.S.C. 160(j)) is amended—

20 (1) by striking “(j) The Board” and inserting
21 the following:

22 “(j)(1) The Board”; and

23 (2) by adding at the end the following:

24 “(2) Notwithstanding subsection (m) of section 10,
25 whenever it is charged that an employer has engaged in

1 an unfair labor practice within the meaning of paragraph
2 (1) or (3) of section 8(a) that significantly interferes with,
3 restrains, or coerces employees in the exercise of the rights
4 guaranteed under section 7, or involves discharge or other
5 serious economic harm to an employee, the preliminary in-
6 vestigation of such charge shall be made forthwith and
7 given priority over all cases except cases of like character
8 in the office where it is filed or to which it is referred.
9 If, after such investigation, the officer or regional attorney
10 to whom the matter may be referred has reasonable cause
11 to believe such charge is true and that a complaint should
12 issue, he shall bring a petition for appropriate temporary
13 relief or restraining order as set forth in paragraph (1).
14 The district court shall grant the relief requested unless
15 the court concludes that there is no reasonable likelihood
16 that the Board will succeed on the merits of the Board's
17 claim.”.

18 (d) PRIVATE ENFORCEMENT.—

19 (1) RIGHT TO CIVIL ACTION.—Section 12 of the
20 National Labor Relations Act (29 U.S.C. 162), as
21 amended by subsection (b), is further amended by
22 adding at the end the following:

23 “(e) RIGHT TO CIVIL ACTION.—

24 “(1) IN GENERAL.—Any person who is injured
25 by reason of any violation of paragraph (1) or (3)

1 of section 8(a) may, in addition to or in lieu of filing
2 a charge alleging such unfair labor practice with the
3 Board in accordance with this Act, bring a civil ac-
4 tion in the appropriate district court of the United
5 States against the employer within 180 days of the
6 violation.

7 “(2) AVAILABLE RELIEF.—Relief granted in an
8 action under paragraph (1) may include any relief
9 authorized by section 706(g) of the Civil Rights Act
10 of 1965 (42 U.S.C. 2000e–5(g) or by section
11 1977A(b) of the Revised Statutes (42 U.S.C.
12 1981a(b)).

13 “(3) ATTORNEY’S FEE.—In any action or pro-
14 ceeding under this subsection, the court may allow
15 the prevailing party a reasonable attorney’s fee (in-
16 cluding expert fees) as part of the costs.”.

17 (2) CONFORMING AMENDMENT.—Section 10(b)
18 of the National Labor Relations Act is amended by
19 striking “six months” and inserting “180 days”.

20 (e) ENSURING FAIR REMEDIES FOR ALL WORK-
21 ERS.—Section 10(c) of the National Labor Relations Act
22 (29 U.S.C. 160(c)) is amended by striking “suffered by
23 him:” and inserting “suffered by such employee: *Provided*
24 *further*, That back pay shall not be denied on the basis
25 that the employee is, or was during the time of relevant

1 employment or during the back pay period, an unauthor-
2 ized alien as defined in section 274A(h)(3) of the Immi-
3 gration and Nationality Act (8 U.S.C. 1324a(h)(3)) or any
4 other provision of Federal law relating to the unlawful em-
5 ployment of aliens:”.

6 (f) REMEDYING ELECTION INTERFERENCE.—Section
7 9(c) of the National Labor Relations Act (29 U.S.C.
8 159(c)) is amended—

9 (1) by redesignating paragraphs (4) and (5) as
10 paragraphs (6) and (7), respectively; and

11 (2) by inserting after paragraph (3) the fol-
12 lowing:

13 “(4) BARGAINING ORDER BASED ON MAJORITY
14 OF VOTES.—If the Board finds that, in an election
15 under paragraph (1), a majority of the valid votes
16 cast in a unit appropriate for purposes of collective
17 bargaining have been cast in favor of representation
18 by the labor organization, the Board shall issue an
19 order requiring the employer to collectively bargain
20 with the labor organization in accordance with sec-
21 tion 8(d). This order shall be deemed an order under
22 section 10(c) of the Act, without need for a deter-
23 mination of an unfair labor practice.

24 “(5) DISMISSAL; BARGAINING ORDERS IN
25 OTHER SITUATIONS.—

1 “(A) DISMISSAL.—If the Board finds that,
2 in an election under paragraph (1), a majority
3 of the valid votes cast in a unit appropriate for
4 purposes of collective bargaining have not been
5 cast in favor of representation by the labor or-
6 ganization, the Board shall dismiss the petition,
7 subject to subparagraphs (B) and (C).

8 “(B) SPECIAL RULES FOR EMPLOYER VIO-
9 LATIONS OR INTERFERENCE.—In any case
10 where a majority of the valid votes cast in a
11 unit appropriate for purposes of collective bar-
12 gaining have not been cast in favor or represen-
13 tation by the labor organization and the Board
14 determines that the election should be set aside
15 because the employer has committed a violation
16 of this Act or otherwise interfered with a fair
17 election, and the employer has not dem-
18 onstrated that the violation or other inter-
19 ference is unlikely to have affected the outcome
20 of the election, the Board shall, without order-
21 ing a new or rerun election, issue an order re-
22 quiring the employer to bargain with the labor
23 organization in accordance with section 8(d) if,
24 at any time during the period beginning 1 year
25 preceding the date of the commencement of the

1 election and ending on the date upon which the
2 Board makes the determination of a violation or
3 other interference under subparagraph (A), a
4 majority of the employees in the bargaining
5 unit have signed authorizations designating the
6 labor organization as their collective bargaining
7 representative.

8 “(C) OTHER ELECTION INTERFERENCE.—
9 In any case where the Board determines that
10 an election under this paragraph should be set
11 aside, the Board shall direct a rerun election
12 with appropriate additional safeguards nec-
13 essary to ensure a fair election process, except
14 in cases where the Board issues a bargaining
15 order under subparagraph (B).”.

16 **SEC. 5. MODERNIZATION.**

17 (a) PREVENTION OF UNFAIR LABOR PRACTICES.—
18 Section 8 of the National Labor Relations Act (29 U.S.C.
19 158) is amended by adding at the end the following:

20 “(h) POSTINGS OF NOTICE.—

21 “(1) IN GENERAL.—The Board shall promul-
22 gate regulations requiring each employer to post and
23 maintain, in conspicuous places where notices to em-
24 ployees and applicants for employment are custom-
25 arily posted both physically and electronically, a no-

1 tice setting forth the rights and protections afforded
2 employees under this Act. The Board shall provide
3 to employers the form and text of such notice.

4 “(2) NOTIFICATION OF NEW EMPLOYEES.—The
5 Board shall promulgate regulations requiring em-
6 ployers to notify each new employee of the informa-
7 tion contained in the notice described in paragraph
8 (1).”.

9 (b) ENFORCING COMPLIANCE WITH ORDERS OF THE
10 BOARD.—

11 (1) IN GENERAL.—Section 10 of the National
12 Labor Relations Act (29 U.S.C. 160) is amended—

13 (A) by striking subsection (e);

14 (B) by redesignating subsection (d) as sub-
15 section (e);

16 (C) by inserting after subsection (c) the
17 following:

18 “(d) ENFORCING COMPLIANCE WITH ORDERS OF
19 THE BOARD.—

20 “(1) IN GENERAL.—Each order of the Board
21 shall take effect upon issuance, unless otherwise di-
22 rected by the Board, and shall remain in effect, un-
23 less modified by the Board or unless a court of com-
24 petent jurisdiction issues a superseding order.

1 “(2) VIOLATIONS OF ORDERS BY THE BOARD.—

2 Any person who fails or neglects to obey an order
3 of the Board shall forfeit and pay to the Board a
4 civil penalty of not more than \$10,000 for each vio-
5 lation, which shall accrue to the Board and may be
6 recovered in a civil action brought by the Board to
7 the district court of the United States in which the
8 unfair labor practice or other subject of the order
9 occurred, or in which such person or entity resides
10 or transacts business. Each separate violation of
11 such an order shall be a separate offense, except
12 that in a case of violation through continuing failure
13 to obey or neglect to obey a final order of the Board,
14 each day of continuance of such failure or neglect
15 shall be deemed a separate offense. No action by the
16 Board under this paragraph may be made until 30
17 days following the issuance of an order.

18 “(3) PROCEDURE.—If, after having provided a
19 person or entity with notice and an opportunity to
20 be heard regarding a request under paragraph (2)
21 for the enforcement of an order, the court deter-
22 mines that the order was regularly made and duly
23 served, and that the person or entity is in disobe-
24 dience of the same, the court shall enforce obedience

1 to such order by a writ of injunction or other proper
2 process, mandatory or otherwise, to—

3 “(A) restrain such person or entity or the
4 officers, agents, or representatives of such per-
5 son or entity, from further disobedience of such
6 order; or

7 “(B) enjoin upon such person or entity, of-
8 ficers, agents, or representatives obedience to
9 the same.”;

10 (D) in subsection (f)—

11 (i) by striking “proceed in the same
12 manner as in the case of an application by
13 the Board under subsection (e) of this sec-
14 tion” and inserting “proceed as provided
15 under paragraph (2) of this subsection”;

16 (ii) by striking “Any” and inserting
17 the following:

18 “(1) Within 30 days of the issuance of an
19 order, any”; and

20 (iii) by adding at the end the fol-
21 lowing:

22 “(2) No objection that has not been urged be-
23 fore the Board, its member, agent, or agency, shall
24 be considered by a court, unless the failure or ne-
25 glect to urge such objection shall be excused because

1 of extraordinary circumstances. The findings of the
2 Board with respect to questions of fact if supported
3 by substantial evidence on the record considered as
4 a whole shall be conclusive. If either party shall
5 apply to the court for leave to adduce additional evi-
6 dence and shall show to the satisfaction of the court
7 that such additional evidence is material and that
8 there were reasonable grounds for the failure to ad-
9 duce such evidence in the hearing before the Board,
10 its member, agent, or agency, the court may order
11 such additional evidence to be taken before the
12 Board, its member, agent, or agency, and to be
13 made a part of the record. The Board may modify
14 its findings as to the facts, or make new findings,
15 by reason of additional evidence so taken and filed,
16 and it shall file such modified or new findings, which
17 findings with respect to questions of fact if sup-
18 ported by substantial evidence on the record consid-
19 ered as a whole shall be conclusive, and shall file its
20 recommendations, if any, for the modification or set-
21 ting aside of its original order. Upon the filing of the
22 record with it the jurisdiction of the court shall be
23 exclusive and its judgment and decree shall be final,
24 except that the same shall be subject to review by
25 the appropriate United States court of appeals if ap-

1 plication was made to the district court, and by the
2 Supreme Court of the United States upon writ of
3 certiorari or certification as provided in section 1254
4 of title 28, United States Code.”.

5 (2) CONFORMING AMENDMENTS.—The National
6 Labor Relations Act (29 U.S.C. 151 et seq.) is fur-
7 ther amended—

8 (A) in section 9(d), by striking “section
9 10(e) or 10(f)” and inserting “subsection (d) or
10 (f) of section 10”; and

11 (B) in section 10—

12 (i) in subsection (f), by striking “sub-
13 section (e) of this section” and inserting
14 “subsection (d)”; and

15 (ii) in subsection (g), by striking
16 “subsection (e) or (f) of this section” and
17 inserting “subsection (d) or (f)”.

18 **SEC. 6. COVERAGE.**

19 (a) ENSURING THAT EMPLOYEES ARE NOT WRONG-
20 LY CLASSIFIED AS SUPERVISORS AND DENIED THE PRO-
21 TECTIONS OF THE ACT.—Section 2(11) of the National
22 Labor Relations Act (29 U.S.C. 152(11)) is amended—

23 (1) by inserting “and for a majority of the indi-
24 vidual’s worktime” after “interest of the employer”;

25 (2) by striking “assign,”; and

1 (3) by striking “or responsibly to direct them,”.

2 (b) ENSURING THAT EMPLOYEES ARE NOT
3 MISCLASSIFIED AS INDEPENDENT CONTRACTORS AND
4 DENIED THE PROTECTIONS OF THE ACT.—Section 2(3)
5 of the National Labor Relations Act (29 U.S.C. 152(3))
6 is amended by inserting at the end of the section the fol-
7 lowing: “An individual performing any service shall be
8 considered to be an employee and not an independent con-
9 tractor unless—

10 “(A) the individual is free from control and di-
11 rection in connection with the performance of the
12 service, both under the contract for the performance
13 of service and in fact;

14 “(B) the service is performed outside the usual
15 course of the business of the employer; and

16 “(C) the individual is customarily engaged in an
17 independently established trade, occupation, profes-
18 sion or business of the same nature as that involved
19 in the service performed.”.

20 **SEC. 7. FACILITATING INITIAL COLLECTIVE BARGAINING**
21 **AGREEMENTS.**

22 Section 8 of the National Labor Relations Act (29
23 U.S.C. 158), as amended by section 5(a), is further
24 amended by adding at the end the following:

1 “(i) Whenever collective bargaining is for the purpose
2 of establishing an initial agreement following certification
3 or recognition, the provisions of subsection (d) shall be
4 modified as follows:

5 “(1) Not later than 10 days after receiving a
6 written request for collective bargaining from an in-
7 dividual or labor organization that has been newly
8 organized or certified as a representative as defined
9 in section 9(a), or within such further period as the
10 parties agree upon, the parties shall meet and com-
11 mence to bargain collectively and shall make every
12 reasonable effort to conclude and sign a collective
13 bargaining agreement.

14 “(2) If after the expiration of the 90-day period
15 beginning on the date on which bargaining is com-
16 menced, or such additional period as the parties may
17 agree upon, the parties have failed to reach an
18 agreement, either party may notify the Federal Me-
19 diation and Conciliation Service of the existence of
20 a dispute and request mediation. Whenever such a
21 request is received, it shall be the duty of the Service
22 promptly to put itself in communication with the
23 parties and to use its best efforts, by mediation and
24 conciliation, to bring them to agreement.

1 “(3) If after the expiration of the 30-day period
2 beginning on the date on which the request for me-
3 diation is made under paragraph (2), or such addi-
4 tional period as the parties may agree upon, the
5 Service is not able to bring the parties to agreement
6 by conciliation, the Service shall refer the dispute to
7 a tripartite arbitration panel established in accord-
8 ance with such regulations as may be prescribed by
9 the Service. The arbitration panel shall render a de-
10 cision settling the dispute and such decision shall be
11 binding upon the parties for a period of 2 years, un-
12 less amended during such period by written consent
13 of the parties.”.