

Appendix C. Comparison of RLA, NLRA, and FSLMRA Key Provisions

Statutory Provision	RLA	NLRA	FSLMRS
Statute Citation	45 U.S.C. §151 et seq.	29 U.S.C. §141 et seq.	5 U.S.C. §7101 et seq.
Administrative Agency	<ul style="list-style-type: none"> National Mediation Board National Railroad Adjustment Board System Boards of Adjustment 	<ul style="list-style-type: none"> National Labor Relations Board 	<ul style="list-style-type: none"> Federal Labor Relations Authority Federal Mediation and Conciliation Service Federal Service Impasses Panel
Coverage	Railway and airline carriers	Private employers, excluding railway and airline carriers	Federal agencies, excluding those specifically excepted
Union Selection	<ul style="list-style-type: none"> Secret Ballot Election Voluntary Recognition 	<ul style="list-style-type: none"> Secret Ballot Election Voluntary Recognition NLRB-Mandated Recognition 	<ul style="list-style-type: none"> Secret Ballot Election
Union Security Clauses	Allowed	Allowed, unless prohibited by state law	Prohibited
Bargaining Subjects	“Rates of pay, rules, and working conditions”	“Rates of pay, wages, hours of employment, and other conditions of employment”	“Personnel policies, practices, and matters” not otherwise provided for by statute or relating to position classification
Unfair Labor Practices	General rules of fair dealing found in 45 U.S.C. §152.	Specific provisions found in 29 U.S.C. §158.	Specific provisions found in 5 U.S.C. §7116.
Dispute Resolution	Mediation and Arbitration	Voluntary settlement or formal adjudicatory proceedings	Voluntary dispute resolution services or formal adjudicatory proceedings
Self-Help	Most self-help is allowed, so long as it is not unlawful or “inherently destructive” of union or employer activity. Some allowed activities are intermittent and selective striking and secondary activity.	Self-help is allowed, so long as it is not violent, unlawful, or unjustifiably injurious to employer interests. Some prohibited activities include intermittent and partial strikes, acts of disloyalty, and some secondary activities.	Limited forms of self-help are allowed, including informational picketing. Prohibited self-help includes strikes, work stoppages, slowdowns, and pickets that interfere with agency operations.
Emergency Procedures	Presidential emergency board with potential congressional action	Presidential “board of inquiry” with potential congressional action	None

Source: CRS analysis