



CEA ACTION

Christian Employers Alliance

POLICY BRIEFING | 119TH CONGRESS

Critical Federal Legislative Threats to Christian Employers

Evaluating threats to the Five Freedoms — what is moving in Congress and what is at stake for Christian employers.

UPDATED

August 24, 2026

6 Bills Analyzed

4 CRITICAL

2 HIGH

Executive Summary

The Christian Employers Alliance evaluates federal legislation through the **Five Freedoms: First Freedoms, Economic Freedom, Healthcare Freedom, Workforce Freedom, and Operational Freedom.**

Christian employers are facing a growing number of federal legislative proposals that could reshape religious-liberty protections, labor relations, healthcare, workplace technology, and employers' authority to manage their organizations.

Not every threatening proposal has the same likelihood of becoming law. For that reason, CEA distinguishes between two questions:



THREAT SEVERITY

How significantly would the legislation affect the Five Freedoms if enacted?



LEGISLATIVE MOMENTUM

How close is the proposal to becoming law, and is it demonstrating bipartisan or congressional momentum?

That distinction is critical. Some of the most sweeping proposals remain stalled in committee. Others have already demonstrated the ability to move through Congress. The PRO Act remains one of the most sweeping labor proposals before Congress, but the Faster Labor Contracts Act presents the greater immediate legislative danger because its House companion has already passed.

AT A GLANCE — 6 BILLS TRACKED

BILL	POSITION	THREAT	PRIORITY
H.R. 5408 / S. 844 – Faster Labor Contracts Act	OPPOSE	CRITICAL	Immediate
H.R. 15 / S. 1503 – Equality Act	OPPOSE	CRITICAL	Strategic
H.R. 1954 / S. 894 – Do No Harm Act	OPPOSE	CRITICAL	Strategic
H.R. 20 / S. 852 – PRO Act	OPPOSE	CRITICAL	Structural
H.R. 6371 / S. 4833 – No Robot Bosses Act	OPPOSE	HIGH	Emerging
H.R. 9702 – Medicare-X Choice Act	OPPOSE	HIGH	Healthcare

BILL 1 OF 6

Faster Labor Contracts Act

H.R. 5408 / S. 844

CRITICAL

VERY HIGH MOMENTUM

PRIMARY FREEDOMS AFFECTED

Workforce

Operational

Economic

First Freedoms



STATUS — PASSED U.S. HOUSE

June 9, 2026 — Vote: 230-193 — 20 Republicans joined 210 Democrats in support

The Faster Labor Contracts Act currently represents one of the most immediate federal legislative threats to employer autonomy. Unlike many major labor proposals that remain stalled in committee, **H.R. 5408 passed the U.S. House of Representatives on June 9, 2026, by a vote of 230-193.** The House-passed bill was received by the Senate on June 10.

The bill restructures the process for negotiating a first collective bargaining agreement following union certification. Employers would be required to begin bargaining within 10 days of a request. If the parties do not reach an agreement after 90 days, either party may seek mediation. If mediation does not produce an agreement within the prescribed period, the dispute can proceed to a three-member arbitration panel capable of establishing the terms of the first contract.

WHY CEA OPPOSES IT

CEA supports the ability of employers and employees to negotiate workplace arrangements without unnecessarily transferring decision-making authority to outside actors. Under the Faster Labor Contracts Act, a government-created process could ultimately allow arbitrators rather than employers and employees to determine important contractual terms. Those terms may involve:

- Wages and compensation
- Healthcare coverage
- Workplace procedures
- Employee benefits
- Leave policies
- Other conditions of employment

For Christian employers, some of those decisions can intersect with sincerely held religious convictions. The concern is therefore larger than union policy. It is whether Washington should be able to establish a process through which third parties can impose significant employment terms on an organization.

CEA PRIORITY

This threat is no longer theoretical. H.R. 5408 has passed one chamber of Congress with bipartisan support. That makes the Faster Labor Contracts Act CEA's highest immediate labor-policy opposition priority.

Equality Act

H.R. 15 / S. 1503

CRITICAL

LOW NOW / HIGH STRATEGIC

PRIMARY FREEDOMS AFFECTED

First Freedoms

Workforce

Healthcare

Operational

The Equality Act would expand federal civil-rights protections regarding sexual orientation and gender identity across numerous areas of federal law, including employment, public accommodations, housing, education, credit, and federally funded programs.

S. 1503 was introduced on April 29, 2025 and remains before the Senate Judiciary Committee. The House companion is H.R. 15.

THE KEY PROVISION — RFRA

The legislation expressly provides that **RFRA may not be used to provide a claim or defense under the titles covered by the Equality Act** or as a basis for challenging their application or enforcement. RFRA is one of the principal federal statutory protections available when federal government action substantially burdens religious exercise. The Equality Act would expressly prevent that protection from being invoked in disputes arising under its covered provisions.

WHY CEA OPPOSES IT

CEA's principal concern is the legislation's treatment of the Religious Freedom Restoration Act. The legislation does not repeal the First Amendment or eliminate every religious-liberty protection available under federal law. But it would expressly remove RFRA as a protection in significant areas touched by the legislation.

For Christian employers, that provision fundamentally changes the religious-liberty analysis.

CEA ASSESSMENT

The Equality Act is not currently moving through Congress at the pace of the Faster Labor Contracts Act. Nevertheless, **CEA considers it a critical strategic threat** because its legislative language already exists and could become significantly more viable if the political composition or priorities of Congress change.

WHY NOVEMBER MATTERS

This is the perfect example of why threat level and current momentum are different things. It is not moving today. But the legislation is already written, already introduced in both chambers, and already supported by a substantial congressional coalition. A change in congressional control could dramatically change which bills receive hearings, markups, and floor time.

Do No Harm Act

H.R. 1954 / S. 894

CRITICAL

LOW CURRENT MOMENTUM

PRIMARY FREEDOMS AFFECTED

First Freedoms

Healthcare

Workforce

Operational

The Do No Harm Act would amend the Religious Freedom Restoration Act itself. H.R. 1954 was introduced March 6, 2025 and referred to the House Judiciary Committee. Rather than repealing RFRA outright, the legislation identifies broad categories in which RFRA protections would no longer apply.

AREAS WHERE RFRA WOULD NO LONGER APPLY

✗ Discrimination and equal opportunity	✗ Wages and compensation
✗ Employee benefits and leave	✗ Collective workplace activity
✗ Healthcare services and coverage	✗ Government contracts and grants

WHY CEA OPPOSES IT

CEA has spent years defending the ability of religious employers to seek protection when federal mandates collide with sincerely held religious convictions. The Do No Harm Act would leave RFRA intact in name while making it unavailable in many of the very areas where Christian employers are most likely to need it.

The central concern: The Do No Harm Act would leave RFRA on the books while limiting its availability in many of the areas where Christian employers may be most likely to need its protection. Healthcare is particularly important, as federal disputes involving insurance benefits, healthcare services, coverage requirements, or employer-sponsored health plans can place religious employers in direct conflict with federal requirements.

CEA ASSESSMENT

The Do No Harm Act currently has limited legislative momentum, but its potential effect on First Freedoms makes it a **critical threat if congressional conditions change**. CEA recommends reclassifying this as CRITICAL THREAT / LOW CURRENT MOMENTUM to accurately convey both the seriousness of the legislation and its present legislative position.

PRO Act

Richard L. Trumka Protecting the Right to Organize Act

H.R. 20 / S. 852

LOW NOW / STRUCTURAL THREAT

PRIMARY FREEDOMS AFFECTED

Workforce

Operational

Economic

The PRO Act remains one of the most sweeping proposed changes to federal labor law. The legislation would alter numerous aspects of the National Labor Relations Act, including worker classification, joint-employer standards, union organizing, labor elections, employer liability, secondary activity, litigation, and collective bargaining.

Among its major provisions, the legislation would establish an ABC-style test for determining whether certain workers qualify as independent contractors for purposes of the NLRA. It would also broaden potential joint-employer liability and make significant changes to the rules governing union organizing and labor disputes.

S. 852 remains referred to the Senate HELP Committee, while the current House version has likewise not advanced beyond its initial referral.

WHY CEA OPPOSES IT

The PRO Act represents a fundamentally different approach to the relationship between employers, workers, unions, and the federal government. CEA is particularly concerned about policies that:

- Restrict independent-contractor relationships
- Increase employer litigation exposure
- Expand federal intervention in bargaining
- Expand joint-employer liability
- Restrict employer flexibility during organizing
- Reduce employer control over work structure

THE KEY CONTRAST WITH FASTER LABOR CONTRACTS

PRO ACT

Largest Structural Labor Threat

FASTER LABOR CONTRACTS

Most Immediate Legislative Threat

CEA ASSESSMENT

The PRO Act is the **largest structural labor threat** among the bills CEA tracks. The Faster Labor Contracts Act currently represents the greater immediate legislative danger because it has passed the House. The PRO Act represents the larger long-term restructuring of federal labor law. **Remain CRITICAL.**

No Robot Bosses Act

H.R. 6371 / S. 4833

PRIMARY FREEDOMS AFFECTED

Operational

Workforce

Economic

The No Robot Bosses Act represents a new frontier of federal employment regulation: government control over employers' use of artificial intelligence and automated workplace technology. H.R. 6371 was introduced December 3, 2025. A Senate version, **S. 4833, was introduced June 18, 2026** and referred to the Senate Health, Education, Labor, and Pensions Committee.

The legislation regulates automated systems used for employment-related decisions and management functions across hiring, firing, discipline, scheduling, pay, benefits, and other employment-related decisions. The House bill applies beginning with employers having as few as 11 covered individuals. The enforcement structure includes a private right of action and allows actual or potentially treble damages, statutory damages, attorney fees, and other relief.

REQUIREMENTS UNDER THE PROPOSAL

Pre-deployment and annual independent testing

Disclosures and documentation requirements

Mandatory human oversight of automated decisions

Employee right to opt out and request human management

WHY CEA OPPOSES IT

CEA recognizes that AI and automated employment systems raise legitimate questions involving transparency, accuracy, and discrimination. The concern is whether those issues justify another expansive federal employment-regulatory regime, particularly one reaching relatively small employers.

For smaller organizations, the cost of audits, documentation, legal review, human-review procedures, and litigation risk could discourage the adoption of technology that otherwise improves productivity.

CEA ASSESSMENT

No Robot Bosses is not currently as immediate a legislative threat as Faster Labor Contracts. Its introduction in both chambers, however, demonstrates growing congressional interest in regulating employers' use of artificial intelligence. **CEA believes this area warrants continued close monitoring.** The addition of S. 4833 gives the proposal a bicameral presence — include both on the tracker.

Medicare-X Choice Act of 2026

H.R. 9702

HIGH / STRATEGIC

LOW / NEWLY INTRODUCED

PRIMARY FREEDOMS AFFECTED

Healthcare

Economic

Operational

H.R. 9702 was introduced July 15, 2026 and would establish a new federal public health plan. It was referred to the House Energy and Commerce, Ways and Means, and Judiciary Committees.

CEA approaches healthcare policy through the principle of **Healthcare Freedom**. Employers and individuals should have meaningful freedom to structure, purchase, and provide healthcare arrangements that serve their employees and remain consistent with their organizational values.

WHY CEA OPPOSES IT

CEA is concerned with continued expansion of the federal government's role simultaneously as healthcare regulator, purchaser, plan designer, and insurer. A larger federal role can ultimately affect:

- Private insurance markets
- Employer-sponsored coverage
- Provider participation
- Benefit design flexibility

SPEECH LINE

"Healthcare freedom is business freedom. Every time Washington expands its role as insurer, purchaser, regulator, and rulemaker, employers need to ask what happens to the freedom to design benefits consistent with both the needs of employees and the convictions of the organization."

CEA ASSESSMENT

Medicare-X is not currently among the bills closest to passage. It is nevertheless an important marker of the continuing congressional debate over whether healthcare should move toward greater federal control or greater individual and employer choice. Keep **HIGH**, but it should not consume significant stage time unless healthcare is a major portion of the presentation.

What These Bills Have in Common

These proposals address very different policy areas, but together they reveal a broader question facing Christian employers:

Who should make the most important decisions inside an organization?

The employer and employee?

The individual and family?

The religious organization acting on its convictions?

Or federal agencies, arbitrators, and courts in Washington?

CEA's Five Freedoms framework begins with the principle that government has an important but limited role. Religious organizations and business owners should remain free to operate, employ, provide benefits, innovate, and serve their communities without surrendering their core convictions or unnecessary control over their organizations.

Why the 2026 Elections Matter

Many of the most consequential proposals on this list are not currently close to enactment. That does not make them irrelevant.

Congressional elections determine which party controls committees, which legislation receives hearings, which bills receive committee votes, which proposals reach the House and Senate floors, which amendments are considered, and which policy ideas have a viable path toward becoming federal law.

The legislation does not have to be written after an election.

Much of it is already written. The policy question for Christian employers is therefore not simply what Congress has enacted today. It is what Congress may be positioned to enact tomorrow.

SUMMARY

CEA's Current Opposition Priorities

Based on both the severity of the policy and current legislative momentum, CEA's principal federal opposition priorities are:

1

H.R. 5408 / S. 844 — Faster Labor Contracts Act

Critical threat with immediate legislative momentum. House-passed.

2

H.R. 15 / S. 1503 — Equality Act

Critical First Freedoms threat with major long-term significance.

3

H.R. 1954 / S. 894 — Do No Harm Act

Critical threat to federal religious-liberty protections.

4

H.R. 20 / S. 852 — PRO Act

Critical structural threat to Workforce and Operational Freedom.

5

H.R. 6371 / S. 4833 — No Robot Bosses Act

Emerging federal regulation of workplace technology and employer decision-making.

6

H.R. 9702 — Medicare-X Choice Act

Major healthcare-policy proposal affecting the future balance between government control and healthcare choice.

THE BOTTOM LINE

Christian employers should not have to discover the consequences of federal legislation after it becomes law. CEA monitors Congress so employers can understand what proposals would mean for their organizations while there is still an opportunity to engage.

Some of today's largest threats remain in committee. Others are moving.

H.R. 5408 has already passed the House.



CEA ACTION

CEA will continue evaluating these proposals through the Five Freedoms.

Identifying where federal policy threatens the religious liberty, healthcare choices, workforce relationships, economic freedom, and operational independence of Christian employers.

FIVE FREEDOMS

- ✦ First Freedoms
- ✦ Healthcare Freedom
- ✦ Operational Freedom
- ✦ Economic Freedom
- ✦ Workforce Freedom

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