

119TH CONGRESS
2D SESSION

H. R. 10194

To amend the National Labor Relations Act and the Internal Revenue Code of 1986 to limit access of employers to Federal funds and tax credits while engaged in a lock-out of employees.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 31, 2026

Mr. MRVAN introduced the following bill; which was referred to the Committee on Ways and Means, and in addition to the Committee on Education and Workforce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend the National Labor Relations Act and the Internal Revenue Code of 1986 to limit access of employers to Federal funds and tax credits while engaged in a lock-out of employees.

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 “Preventing Revenue
5 Opportunities for Workplace Lockouts and Retaliation
6 Act” or “PRO–WORK Act”.

1 **SEC. 2. PROHIBITION ON FEDERAL FUNDS DURING LOCK-**
2 **OUTS.**

3 The National Labor Relations Act (29 U.S.C. 151
4 et seq.) is amended by adding at the end the following:

5 **“SEC. 20. PROHIBITION ON FEDERAL FUNDS DURING LOCK-**
6 **OUTS.**

7 “(a) IN GENERAL.—Beginning on January 1, 2026,
8 and notwithstanding any other provision of law, no Fed-
9 eral funds may be made available to, or obligated or ex-
10 pended by, an employer during—

11 “(1) any lock-out period; and

12 “(2)(A) if no preceding lock-out period has oc-
13 curred with respect to such employer, an additional
14 period that—

15 “(i) begins on the first day following the
16 lock-out period; and

17 “(ii) is equal in length to the number of
18 days in such lock-out period; and

19 “(B) in any other case, the 1-year period begin-
20 ning on the day following the lock-out period.

21 “(b) REIMBURSEMENT.—Each employer shall reim-
22 burse the Federal Government for any funds obligated or
23 expended by the employer in violation of subsection (a)
24 during any part of a lock-out period that occurred during
25 the period beginning on January 1, 2026, and ending on

1 the date of enactment of the Preventing Revenue Opportu-
 2 nities for Workplace Lockouts and Retaliation Act.

3 “(c) LOCK-OUT PERIOD DEFINED.—For purposes of
 4 this section, the term ‘lock-out period’ means, with respect
 5 to an employer, any period of time during which such em-
 6 ployer is engaged in a lock-out of employees.”.

7 **SEC. 3. DENIAL OF TAX CREDITS FOR CORPORATIONS EN-**
 8 **GAGED IN LOCK-OUT OF EMPLOYEES.**

9 (a) IN GENERAL.—Part IV of subchapter A of chap-
 10 ter 1 of the Internal Revenue Code of 1986 is amended
 11 by adding at the end the following new subpart:

12 **“Subpart H—Denial of Credits for Corporations**
 13 **Engaged in Lock-Out of Employees**

“Sec. 54. Denial of credits for corporations engaged in lock-out of employees.

14 **“SEC. 54. DENIAL OF CREDITS FOR CORPORATIONS EN-**
 15 **GAGED IN LOCK-OUT OF EMPLOYEES.**

16 “(a) IN GENERAL.—In the case of a corporation with
 17 respect to which a lock-out period occurs during any tax-
 18 able year—

19 “(1) if no preceding lock-out period has oc-
 20 curred with respect to such corporation during such
 21 taxable year, no credit shall be allowed under this
 22 title with respect to such corporation for such tax-
 23 able year to the extent of the amount of such credit

1 that is properly allocable to such lock-out period,
2 and

3 “(2) in any other case, no credit shall be al-
4 lowed under this title with respect to such corpora-
5 tion for such taxable year.

6 The preceding sentence shall not apply with respect to any
7 credit directly attributable to a payment of tax by the cor-
8 poration.

9 “(b) LOCK-OUT PERIOD.—For purposes of this sec-
10 tion, the term ‘lock-out period’ means, with respect to any
11 corporation for any taxable year, any period of time during
12 which such corporation is engaged in a lock-out of employ-
13 ees (within the meaning of the National Labor Relations
14 Act).

15 “(c) AGGREGATION RULE.—All persons which are
16 treated as a single employer under subsections (a) and (b)
17 of section 52 shall be treated as a single corporation.

18 “(d) REGULATIONS.—The Secretary, in consultation
19 with the Secretary of Labor, shall prescribe such regula-
20 tions or other guidance as may be necessary or appro-
21 priate to carry out the purposes of this section.”.

22 (b) CLERICAL AMENDMENT.—The table of subparts
23 for part IV of subchapter A of chapter 1 of such Code
24 is amended by adding at the end the following new item:

“SUBPART H. DENIAL OF CREDITS FOR CORPORATIONS ENGAGED IN LOCK-
OUT OF EMPLOYEES.”.

1 (c) EFFECTIVE DATE.—The amendments made by
2 this section shall apply to taxable years beginning after
3 December 31, 2025.

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