

119TH CONGRESS
2D SESSION

S. 3591

To require the Secretary of Labor, in coordination with the Secretary of Veterans Affairs, to develop a notice detailing benefits available to veterans, and to require employers to display such notice, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JANUARY 7, 2026

Mr. KING (for himself and Mr. BANKS) introduced the following bill; which was read twice and referred to the Committee on Veterans' Affairs

A BILL

To require the Secretary of Labor, in coordination with the Secretary of Veterans Affairs, to develop a notice detailing benefits available to veterans, and to require employers to display such notice, 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,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Thomas M. Conway
5 Veterans Access to Resources in the Workplace Act”.

6 **SEC. 2. DISPLAY OF VETERANS BENEFITS NOTICE.**

7 (a) **DISPLAY REQUIREMENT.**—Each employer shall
8 post and keep posted, in conspicuous places on the prem-

1 ises of the employer where notices to employees and appli-
 2 cants for employment are customarily posted, the notice
 3 developed under subsection (b) for the State in which such
 4 premises is located.

5 (b) NOTICE.—

6 (1) IN GENERAL.—

7 (A) DEVELOPMENT; PUBLICATION.—

8 (i) IN GENERAL.—Not later than 270
 9 days after the date of the enactment of
 10 this Act, the Secretary of Labor (acting
 11 through the Veterans' Employment and
 12 Training Service), in coordination with the
 13 Secretary of Veterans Affairs (in consulta-
 14 tion with the Veterans Experience Office),
 15 shall develop and publish a notice for each
 16 State detailing benefits for veterans under
 17 the laws administered by such Secretaries.

18 (ii) BENEFITS UNDER STATE LAW.—

19 The Secretary of Labor shall ensure that
 20 each State is given a 45-day period to pro-
 21 vide information on benefits for veterans
 22 under State law to be included in the no-
 23 tice for such State.

24 (B) REVIEW.—

1 (i) IN GENERAL.—Not less frequently
 2 than twice each year, the Secretary of
 3 Labor, in coordination with the Secretary
 4 of Veterans Affairs, shall review, and up-
 5 date as necessary, each notice developed
 6 under this paragraph.

7 (ii) STATE UPDATES.—In carrying out
 8 clause (i), the Secretary of Labor shall en-
 9 sure that each State is given the oppor-
 10 tunity to update the information included
 11 in the notice for such State.

12 (2) CONTENTS.—Each notice developed under
 13 paragraph (1) shall at a minimum include informa-
 14 tion on the following:

15 (A) The Veterans Crisis Line.

16 (B) How to apply for the benefits de-
 17 scribed in paragraph (1)(A).

18 (C) Information on benefits for veterans
 19 under the law of the applicable State, if the
 20 State provides such information as described in
 21 paragraph (1).

22 (3) PUBLICATION; DESIGN.—Each notice devel-
 23 oped under paragraph (1) shall be—

1 (A) made publicly available on the websites
2 of the Department of Labor and the Depart-
3 ment of Veterans Affairs; and

4 (B) designed to be published on an 8.5-
5 inch by 11-inch sheet of paper.

6 (c) INFORMATION CAMPAIGN.—During the 180-day
7 period beginning on the date of the enactment of this Act,
8 the Secretary of Labor, in coordination with the Secretary
9 of Veterans Affairs, shall conduct an information cam-
10 paign to inform employers of—

11 (1) the notices developed under subsection (b);
12 and

13 (2) the requirement to display the notice under
14 subsection (a).

15 (d) DEFINITIONS.—In this Act:

16 (1) EMPLOYEE; PERSON.—The terms “em-
17 ployee” and “person” have the meanings given those
18 terms in section 3 of the Fair Labor Standards Act
19 of 1938 (29 U.S.C. 203).

20 (2) EMPLOYER.—

21 (A) IN GENERAL.—The term “em-
22 ployer”—

23 (i) means any person engaged in com-
24 merce or in any industry or activity affect-
25 ing commerce who employs 50 or more em-

1 employees for each working day during each
2 of 20 or more calendar workweeks in the
3 current or preceding calendar year; and

4 (ii) includes—

5 (I) any person who acts, directly
6 or indirectly, in the interest of an em-
7 ployer to any of the employees of such
8 employer;

9 (II) any successor in interest of
10 an employer;

11 (III) any public agency (as de-
12 fined in section 3(x) of the Fair Labor
13 Standards Act of 1938 (29 U.S.C.
14 203(x)));

15 (IV) the Government Account-
16 ability Office; and

17 (V) the Library of Congress.

18 (B) PUBLIC AGENCY.—For purposes of
19 subparagraph (A)(ii)(III), a public agency shall
20 be considered to be a person engaged in com-
21 merce or in an industry or activity affecting
22 commerce.

23 (3) STATE.—The term “State” includes each of
24 the several States of the United States, the District
25 of Columbia, the Commonwealth of Puerto Rico,

1 American Samoa, Guam, the Commonwealth of the
2 Northern Mariana Islands, and the United States
3 Virgin Islands.

4 (e) EFFECTIVE DATES.—

5 (1) IN GENERAL.—Except as specified in para-
6 graph (2), the provisions of this Act shall take effect
7 on the date of the enactment of this Act.

8 (2) EFFECTIVE DATE FOR DISPLAY REQUIRE-
9 MENT.—Subsection (a) shall take effect on the date
10 that is one year after the date of the enactment of
11 this Act.

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