

119TH CONGRESS
2D SESSION

S. 4366

To amend the National Labor Relations Act to require employers to post notice regarding the rights and protections under that Act, and for other purposes.

IN THE SENATE OF THE UNITED STATES

APRIL 21, 2026

Mr. HAWLEY (for himself and Ms. HASSAN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the National Labor Relations Act to require employers to post notice regarding the rights and protections under that Act, 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 “Know Your Labor
5 Rights Act”.

1 **SEC. 2. AMENDMENTS TO THE NATIONAL LABOR RELA-**
 2 **TIONS ACT.**

3 (a) NOTICE-POSTING AND TRANSPARENCY.—Section
 4 8 of the National Labor Relations Act (29 U.S.C. 158)
 5 is amended by adding at the end the following:

6 “(h) The Board shall promulgate regulations requir-
 7 ing each employer to post and maintain, in conspicuous
 8 places where notices to employees and applicants for em-
 9 ployment are customarily posted both physically and elec-
 10 tronically, a notice setting forth the rights and protections
 11 afforded employees under this Act. The Board shall read-
 12 ily make available to the public, including employers, the
 13 form and text of such notice at no cost on the website
 14 of the Board. The Board shall promulgate regulations re-
 15 quiring employers to notify each new employee of the in-
 16 formation contained in the notice described in the pre-
 17 ceding two sentences.”.

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

20 (1) by striking “Sec. 12. Any person” and in-
 21 serting the following:

22 **“SEC. 12. PENALTIES.**

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

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

1 “(b) VIOLATIONS FOR POSTING REQUIREMENTS.—If
2 the Board, or any agent or agency designated by the
3 Board for such purposes, determines that an employer has
4 violated section 8(h) or regulations issued thereunder, the
5 Board shall—

6 “(1) state the findings of fact supporting such
7 determination;

8 “(2) issue and cause to be served on such em-
9 ployer an order requiring that such employer comply
10 with section 8(h) or regulations issued thereunder;
11 and

12 “(3) impose a civil penalty in an amount deter-
13 mined appropriate by the Board, except that in no
14 case shall the amount of such penalty exceed \$500
15 for each such violation.”.

○