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April 22, 2026

The Honorable Bill Cassidy
Chairman
Committee on Health, Education, Labor, & Pensions
United States Senate
428 Senate Dirksen Office Building
Washington, D.C. 20510

The Honorable Bernie Sanders
Ranking Member
Committee on Health, Education, Labor, & Pensions
United States Senate
428 Senate Dirksen Office Building
Washington, D.C. 20510

Dear Chairman Cassidy and Ranking Member Sanders,

On behalf of NFIB, the nation's leading small business advocacy organization, I write in opposition to S. 4366 the *Know Your Labor Rights Act*. This legislation would impose a sweeping new labor mandate requiring small businesses to post and maintain a workplace poster informing their employees of the right to unionize. This unnecessary mandate violates first amendment protections and further involves the federal government in what should be voluntary agreements made by an employer and employee.¹

A recent NFIB member ballot shows that 90% of NFIB members oppose requiring small businesses to post an additional workplace poster to inform employees of their right to unionize.² Unfortunately, the *Know Your Labor Rights Act* would require employers to notify new employees of their right to unionize upon hiring, post and maintain notices of employees' rights to unionize under the *National Labor Relations Act*. The legislation will impose fines of up to \$500 per violation.

Additionally, S. 4366 creates new requirements for small businesses who largely do not track new regulations coming from Washington, D.C., potentially subjecting small businesses to enforcement action and fines for mandates they may not know exist. The *Know Your Labor Rights Act* also unfairly tilts the scales of labor law in favor of unions by forcing business owners to be the ones to educate their employees about the right to unionize, which is currently the responsibility of the employee or union. In simple terms, Government does not need to make known a right that is already widely understood by businesses and employees. This legislation is the nanny state at its worst.

NFIB opposes the *Know Your Labor Rights Act* and urges Congress to reject the legislation. Thank you for your consideration to prevent new labor mandates and compliance burdens for small businesses.

¹ Megan L. Brown, 1st Amendment Litigation: DC Circ. Edition, Wiley, May 2013, <https://www.wiley.law/alert-2721>.

² NFIB Member Ballot, Mandate, vol. 587, September 2025, Should small businesses be required to post an additional workplace poster to inform employees of their right to unionize? (Yes: 3%, No: 90%, Undecided: 7%)

Sincerely,

A handwritten signature in black ink, appearing to read "Dylan Rosnick". The signature is fluid and cursive, with the first name "Dylan" and last name "Rosnick" clearly distinguishable.

Dylan Rosnick
Principal, Federal Government Relations
NFIB