

119TH CONGRESS
1ST SESSION

H. R. 6597

To safeguard the rights of workers and protect children by responsibly
increasing civil monetary penalties and other means.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 10, 2025

Mr. SCOTT of Virginia (for himself, Mr. NORCROSS, Mrs. DINGELL, Mr. HORSFORD, Mr. POCAN, Ms. SIMON, Ms. ANSARI, Ms. BONAMICI, Mr. MRVAN, Ms. ELFRETH, Mr. CASAR, Ms. BUDZINSKI, Mrs. McIVER, Ms. OMAR, Ms. OCASIO-CORTEZ, Mr. EVANS of Pennsylvania, Mr. CLEAVER, Mrs. HAYES, Mr. DELUZIO, Mr. DESAULNIER, Mr. MANNION, Ms. LEE of Pennsylvania, Ms. SALINAS, Ms. STANSBURY, Ms. NORTON, Ms. CHU, Ms. UNDERWOOD, Mr. MAGAZINER, Ms. PINGREE, Mr. GOLDMAN of New York, Ms. SCHAKOWSKY, Mr. MCGARVEY, Mr. TAKANO, Ms. RANDALL, Mr. LYNCH, Ms. DEXTER, Mr. SUOZZI, Mr. MCGOVERN, Mr. CARSON, Ms. TLAIB, Mrs. SYKES, Mr. MENENDEZ, Mr. GARCÍA of Illinois, Mr. LIEU, Ms. TITUS, Ms. KELLY of Illinois, Ms. LOIS FRANKEL of Florida, Ms. WILSON of Florida, Ms. WATERS, Mr. CISNEROS, Mr. JOHNSON of Georgia, Ms. ADAMS, Mr. DAVIS of Illinois, Mr. KRISHNAMOORTHY, Ms. HOULAHAN, Ms. MCBRIDE, Mr. LANDSMAN, Mrs. FOUSHEE, Ms. MCCLELLAN, Mrs. RAMIREZ, Ms. MOORE of Wisconsin, Mr. CARTER of Louisiana, Mrs. CHERFILUS-McCORMICK, Mr. GARAMENDI, Ms. MATSUI, Ms. STEVENS, Mr. KENNEDY of New York, Ms. CRAIG, Mr. IVEY, Ms. LEGER FERNANDEZ, and Ms. HOYLE of Oregon) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Oversight and Government Reform, and House Administration, 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 safeguard the rights of workers and protect children

by responsibly increasing civil monetary penalties and other means.

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 “Labor Enforcement
 5 to Securely Protect Workers Act” or the “LET’S Protect
 6 Workers Act”.

7 **SEC. 2. IMPROVED PROTECTION FOR WORKERS AND CHIL-**
 8 **DREN THROUGH MEANINGFUL CIVIL PEN-**
 9 **ALTIES.**

10 (a) CHILD LABOR.—Section 16(e)(1)(A) of the Fair
 11 Labor Standards Act of 1938 (29 U.S.C. 216(e)(1)(A))
 12 is amended to read as follows:

13 “(A) Any person who violates the provisions of sec-
 14 tions 12 or 13(c), relating to child labor, or any regulation
 15 issued pursuant to such sections, shall be subject to a civil
 16 penalty as follows:

17 “(i) Not more than \$150,000, but not less than
 18 \$1,500, for each employee who was the subject of
 19 such a violation.

20 “(ii) Not more than \$700,000, but not less
 21 than \$7,000, with regard to each such violation that
 22 causes the death or serious injury of any employee
 23 under the age of 18 years, which penalty may be

1 doubled where the violation is a repeated or willful
2 violation.”.

3 (b) WAGE AND HOUR PROTECTIONS.—Section 16(e)
4 of the Fair Labor Standards Act of 1938 (29 U.S.C.
5 216(e)), as amended by subsection (a), is further amend-
6 ed—

7 (1) in paragraph (2)—

8 (A) in the first sentence—

9 (i) by striking “repeatedly or will-
10 fully”; and

11 (ii) by striking “not to exceed \$1,100
12 for each such violation” and inserting “not
13 to exceed, for each such violation, \$25,000
14 or, if such a violation is a repeated or will-
15 ful violation, \$50,000”; and

16 (B) in the second sentence, by striking
17 “not to exceed \$1,100 for each such violation”
18 and inserting “not to exceed, for each such vio-
19 lation, \$25,000 or, if such a violation is a re-
20 peated or willful violation, \$50,000”;

21 (2) by redesignating paragraphs (3), (4), and
22 (5) as paragraphs (4), (5), and (6), respectively; and

23 (3) by inserting after paragraph (2), as so
24 amended, the following new paragraph:

1 “(3) Any person who violates section 11(c) shall be
2 subject to a civil penalty not to exceed \$2,500 for each
3 such violation.”.

4 (c) WORKERS’ HEALTH AND SAFETY.—Section 17 of
5 the Occupational Safety and Health Act of 1970 (29
6 U.S.C. 666) is amended—

7 (1) in subsection (a)—

8 (A) by striking “\$70,000” and inserting
9 “\$800,000”; and

10 (B) by striking “\$5,000” and inserting
11 “\$60,000”;

12 (2) in subsection (b), by striking “7,000” and
13 inserting “\$80,000”;

14 (3) in subsection (c), by striking “\$7,000” and
15 inserting “\$40,000”;

16 (4) in subsection (d), by striking “\$7,000” and
17 inserting “\$80,000”; and

18 (5) in subsection (i), by striking “\$7,000” and
19 inserting “\$40,000”.

20 (d) FARMWORKER PROTECTIONS.—Section
21 503(a)(1) of the Migrant and Seasonal Agricultural Work-
22 er Protection Act (29 U.S.C. 1853(a)(1)) is amended by
23 striking “\$1,000” and inserting “\$30,000”.

24 (e) MINE SAFETY AND BLACK LUNG BENEFITS.—

1 (1) INCREASED CIVIL PENALTIES DURING PAT-
2 TERN OF VIOLATIONS STATUS.—Section 110(b) of
3 the Federal Mine Safety and Health Act of 1977
4 (30 U.S.C. 820(b)) is amended by adding at the end
5 the following:

6 “(3) Notwithstanding any other provision of this Act,
7 in the case of an operator who has been given written no-
8 tice of a pattern of violations in accordance with para-
9 graph (1) of section 104(e), such operator, for any viola-
10 tion of any provision of this Act occurring during the pe-
11 riod beginning on the date that such notice was issued
12 and ending on the date such pattern of violation is deemed
13 to be terminated in accordance with paragraph (3) of sec-
14 tion 104(e), shall be assessed a civil penalty by the Sec-
15 retary equal to the lesser of—

16 “(A) twice the amount that would, in the ab-
17 sence of this paragraph, be assessed by the Sec-
18 retary for such violation; or

19 “(B) the maximum amount that may be as-
20 sessed for such violation.”.

21 (2) ENSURING PAYMENT OF PENALTIES.—

22 (A) AMENDMENTS.—Section 110 of the
23 Federal Mine Safety and Health Act of 1977
24 (30 U.S.C. 820) is further amended—

1 (i) by redesignating subsection (l) as
2 subsection (m); and

3 (ii) by inserting after subsection (k)
4 the following:

5 “(l) ENSURING PAYMENT OF PENALTIES.—

6 “(1) DELINQUENT PAYMENT LETTER.—If the
7 operator of a coal or other mine fails to pay any civil
8 penalty assessment that has become a final order of
9 the Commission or a court, not later than 45 days
10 after such assessment becomes such a final order,
11 the Secretary shall send the operator a letter advis-
12 ing the operator—

13 “(A) of the consequences under this sub-
14 section of such failure to pay; and

15 “(B) of the opportunity to enter into or
16 modify a payment plan with the Secretary
17 based upon a demonstrated inability to pay, in-
18 cluding—

19 “(i) the procedure for entering into
20 such plan; and

21 “(ii) the consequences of not entering
22 into or not complying with such plan.

23 “(2) WITHDRAWAL ORDERS FOLLOWING FAIL-
24 URE TO PAY.—

1 “(A) IN GENERAL.—If an operator that re-
2 ceives a letter under paragraph (1) with respect
3 to an assessment, has not, by the date that is
4 180 days after such assessment became a final
5 order, paid the assessment or entered into a
6 payment plan described in paragraph (1)(B),
7 the Secretary shall issue a withdrawal order
8 until the operator pays such assessment in full
9 (including interest and administrative costs) or
10 enters into such a payment plan.

11 “(B) SUBSEQUENT WITHDRAWAL
12 ORDER.—If such operator enters into a pay-
13 ment plan with the Secretary on or after the
14 date on which the Secretary issues a withdrawal
15 order and at any time fails to comply with the
16 terms specified in such payment plan, the Sec-
17 retary shall reissue such withdrawal order until
18 the operator rectifies the noncompliance with
19 the payment plan in the manner specified in
20 such payment plan.

21 “(C) WITHDRAWAL ORDER DEFINED.—In
22 this paragraph, the term ‘withdrawal order’
23 means an order requiring an operator to cause
24 all persons, except those referred to in section
25 104(c), to be withdrawn from, and to be prohib-

1 ited from entering, the mine that is covered by
2 the final order described in paragraph (1) with
3 respect to such operator.”.

4 (B) APPLICABILITY OF AMENDMENTS.—

5 (i) IN GENERAL.—The amendments
6 made by subparagraph (A) shall apply to
7 all unpaid civil penalty assessments under
8 the Federal Mine Safety and Health Act of
9 1977 (30 U.S.C. 801 et seq.) that become
10 a final order of the Federal Mine Safety
11 and Health Review Commission or a court
12 on or after the date of enactment of this
13 Act.

14 (ii) PRIOR FINAL ORDERS.—In the
15 case of any unpaid civil penalty assessment
16 that became such a final order before the
17 date of enactment of this Act, the date on
18 which such assessment became a final
19 order shall be deemed to be the date of en-
20 actment of this Act.

21 (3) CIVIL PENALTY FOR RETALIATION.—Sec-
22 tion 110(a) of the Federal Mine Safety and Health
23 Act of 1977 (30 U.S.C. 820(a)) is further amend-
24 ed—

1 (A) by redesignating paragraph (4) as
2 paragraph (5); and

3 (B) by inserting after paragraph (3) the
4 following:

5 “(4) If any person violates section 105(c), the Sec-
6 retary shall propose, and the Commission shall assess,
7 during any 3-year period, a civil penalty of not less than
8 \$10,000 or more than \$100,000 for the first occurrence
9 of such violation by such person, and not less than
10 \$20,000 or more than \$200,000 for any subsequent viola-
11 tion by such person.”.

12 (4) BLACK LUNG BENEFITS PENALTIES.—Sec-
13 tion 423(d)(1) Federal Mine Safety and Health Act
14 of 1977 (30 U.S.C. 933(d)(1)) is amended by strik-
15 ing “\$1,000” and inserting “\$50,000 but not less
16 than \$5,000”.

17 (f) FAMILY AND MEDICAL LEAVE.—

18 (1) INTERFERENCE WITH RIGHTS AND PRO-
19 CEEDINGS.—Section 107(b) of the Family and Med-
20 ical Leave Act of 1993 (29 U.S.C. 2617(b)) is
21 amended by adding at the end the following new
22 paragraph:

23 “(4) CIVIL PENALTY.—In addition to any sums
24 recovered by the Secretary pursuant to paragraph
25 (2), any employer that violates section 105 may be

1 assessed a civil money penalty not to exceed \$25,000
2 for each separate offense.”.

3 (2) NOTICE.—Section 109(b) of the Family and
4 Medical Leave Act of 1993 (29 U.S.C. 2619(b)) is
5 amended by striking “\$100” and inserting
6 “\$2,500”.

7 (3) RECORDKEEPING.—Section 106(b) of the
8 Family and Medical Leave Act of 1993 (29 U.S.C.
9 2616(b)) is amended by adding “Any employer that
10 violates this subsection may be assessed a civil mon-
11 etary penalty not to exceed \$2,500 for each separate
12 offense.” at the end.

13 **SEC. 3. ENFORCEMENT OF CERTAIN REQUIREMENTS FOR**
14 **EMPLOYEE HEALTH PLANS.**

15 (a) PARITY IN MENTAL HEALTH AND SUBSTANCE
16 USE DISORDERS.—

17 (1) IN GENERAL.—Section 502(c)(10)(A) of the
18 Employee Retirement Income Security Act of 1974
19 (29 U.S.C. 1132(c)(10)(A)) is amended—

20 (A) by striking “any plan sponsor of a
21 group health plan” and inserting “any plan
22 sponsor or plan administrator of a group health
23 plan, service provider,”; and

24 (B) by striking “for any failure” and all
25 that follows and inserting “for any failure, or

1 participation in such failure, by such sponsor,
2 administrator, service provider, or issuer to
3 meet, in connection with the plan, the require-
4 ments of—

5 “(i) subsection (a)(1)(F), (b)(3), (c),
6 or (d) of section 702 or section 701 or
7 702(b)(1) with respect to genetic informa-
8 tion; or

9 “(ii) subsection (a) of section 712
10 with respect to parity in mental health and
11 substance use disorder benefits.”.

12 (2) CONFORMING AMENDMENT.—Section
13 502(c)(10) of the Employee Retirement Income Se-
14 curity Act of 1974 (29 U.S.C. 1132(c)(10)(A)) is
15 further amended by striking “USE OF GENETIC IN-
16 FORMATION” in the heading and inserting “USE OF
17 GENETIC INFORMATION AND PARITY IN MENTAL
18 HEALTH AND SUBSTANCE USE DISORDER BENE-
19 FITS”.

20 (b) EXCEPTION TO THE GENERAL PROHIBITION ON
21 ENFORCEMENT.—

22 (1) CIVIL ACTION.—Section 502(a)(6) of the
23 Employee Retirement Income Security Act of 1974
24 (29 U.S.C. 1132(a)(6)) is amended to read as fol-
25 lows:

1 “(6) by the Secretary to collect any civil penalty
2 that the Secretary has imposed or assessed pursuant
3 to authority under this title;”.

4 (2) ENFORCEMENT IN RELATION TO GROUP
5 HEALTH PLANS.—Section 502(b)(3) of the Employee
6 Retirement Income Security Act of 1974 (29 U.S.C.
7 1132(b)(3)) is amended by striking “Except” and all
8 that follows through “the Secretary” and inserting
9 “Except as provided in subsections (c)(9), (c)(10),
10 and (a)(6) (with respect to collecting civil penalties
11 under subsections (c)(9) and (c)(10)), and except
12 with respect to enforcement by the Secretary of sec-
13 tion 712, the Secretary”.

14 **SEC. 4. IMPROVING WORKPLACE DEMOCRACY THROUGH**
15 **CIVIL MONETARY PENALTIES.**

16 Section 12 of the National Labor Relations Act (29
17 U.S.C. 162) is amended—

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

20 **“SEC. 12. PENALTIES.**

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

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

24 “(b) CIVIL PENALTIES FOR UNFAIR LABOR PRAC-
25 TICES.—Any employer who commits an unfair labor prac-

1 tice within the meaning of section 8(a) shall be subject
2 to a civil penalty in an amount not to exceed \$50,000 for
3 each such violation, except that, with respect to such an
4 unfair labor practice within the meaning of paragraph (3)
5 or (4) of section 8(a) or such a violation of section 8(a)
6 that results in the discharge of an employee or other seri-
7 ous economic harm to an employee, the Board shall double
8 the amount of such penalty, to an amount not to exceed
9 \$100,000, in any case where the employer has within the
10 preceding 5 years committed another such violation of
11 such paragraph (3) or (4) or such violation of section 8(a)
12 that results in such discharge or other serious economic
13 harm. A civil penalty under this paragraph shall be in ad-
14 dition to any other remedy ordered by the Board. Sums
15 collected as civil penalties pursuant to this section shall
16 be deposited in the general fund of the Treasury.

17 “(c) CONSIDERATIONS.—In determining the amount
18 of any civil penalty under this section, the Board shall con-
19 sider—

20 “(1) the gravity of the actions of the employer
21 resulting in the penalty, including the impact of such
22 actions on the charging party or on other persons
23 seeking to exercise rights guaranteed by this Act;

24 “(2) the size of the employer;

1 “(3) the history of any previous unfair labor
2 practices or other actions by the employer resulting
3 in a penalty; and

4 “(4) the public interest.

5 “(d) **DIRECTOR AND OFFICER LIABILITY.**—If the
6 Board determines, based on the particular facts and cir-
7 cumstances presented, that a director or officer’s personal
8 liability is warranted, a civil penalty for a unfair labor
9 practice described in this section may also be assessed
10 against any director or officer of the employer who di-
11 rected or committed the unfair labor practice, had estab-
12 lished a policy that led to such an unfair labor practice,
13 or had actual or constructive knowledge of and the author-
14 ity to prevent the unfair labor practice and failed to pre-
15 vent the unfair labor practice.”.

16 **SEC. 5. SECURING WORKERS’ RIGHTS THROUGH RESPON-**
17 **SIBLE RECORDKEEPING AND NOTICE TO EM-**
18 **PLOYEES.**

19 (a) **WORKPLACE HEALTH AND SAFETY.**—Section
20 9(c) of the Occupational Safety and Health Act of 1970
21 (29 U.S.C. 658(c)) is amended by adding at the end the
22 following: “In the case of a violation that relates to mak-
23 ing, keeping, or preserving a record, such violation con-
24 tinues to occur until the earlier of (1) the date on which
25 an employer complies with the requirement, rule, stand-

1 ard, order, or regulation that was violated with respect
2 to making, keeping, or preserving such record; or (2) the
3 date on which the requirement to keep and preserve such
4 record expires.”.

5 (b) WAGE, HOUR, AND FAMILY AND MEDICAL LEAVE
6 PROTECTIONS.—Section 11(c) of the Fair Labor Stand-
7 ards Act of 1938 (29 U.S.C. 211(c)) is amended by insert-
8 ing before the last sentence the following: “For purposes
9 of enforcement of this subsection under section 16(e)(3),
10 a violation of a requirement to make, keep, or preserve
11 a record continues to occur until the earlier of (1) the date
12 on which an employer has complied with the regulation
13 or order that was violated with respect to such record, or
14 (2) the date on which the requirement to keep and pre-
15 serve such record expires.”

16 (c) RULEMAKING.—Not later than one year after the
17 date of enactment of this Act, the Secretary of Labor shall
18 promulgate or amend such regulations as are necessary
19 to implement the amendments made by this section.

20 (d) AUTHORIZATION.—Subsection (c) shall be consid-
21 ered a specific authorization by Congress in accordance
22 with section 801(b)(2) of title 5, United States Code, with
23 respect to the issuance of a new recordkeeping rule pursu-
24 ant to the Occupational Safety and Health Act of 1970.

1 **SEC. 6. EFFECTIVE DATES; APPLICATION.**

2 (a) SECTIONS 2, 3, AND 4.—Except as as provided
3 in section 2(e)(2)(B), the amendments made by sections
4 2, 3, and 4 of this Act shall take effect on January 1,
5 2027, and shall apply with respect to violations that occur
6 on or after January 1, 2027.

7 (b) SECTION 5.—The amendments made by section
8 5 of this Act shall take effect on the date of enactment
9 of this Act, and shall apply with respect to violations that
10 occur on or after the date of enactment of this Act.

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