

A BILL

To abolish the National Labor Relations Board, repeal section 3 of the National Labor Relations Act, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “National Labor Relations Board Abolition Act of 2026”.

SECTION 2. FINDINGS.

Congress finds the following:

(1) The National Labor Relations Board (NLRB) conducts union representation elections and adjudicates unfair labor practice charges against employers and unions.

(2) By regulating labor relations in private and local businesses, the NLRB regulates activities that are local and intrastate in character, exceeding the power granted in Article I, Section 8, Clause 3 “To regulate Commerce with foreign Nations, and among the several States, and with the Indian Tribes,” a power that, as understood at ratification, reaches trade and exchange across State lines and not production, local activity, or the internal affairs of the States.

(3) The functions of the NLRB are not “necessary and proper for carrying into Execution” any power vested by the Constitution in the Government of the United States and therefore find no support in Article I, Section 8, Clause 18, which Madison in Federalist No. 44 described as a means of executing powers already granted rather than a source of new ones, as the Anti-Federalist writer Brutus warned in his first essay of 1787 it would otherwise become.

(4) The NLRB exercises lawmaking power by issuing rules and standards that carry the force of law, contrary to Article I, Section 1, which vests “All legislative Powers herein granted” in the Congress alone, which may not transfer them to officers unaccountable to the people at the ballot box.

(5) By adjudicating unfair labor practice charges, the NLRB exercises judicial power in tribunals of the executive branch, contrary to Article III, Section 1, which vests “the judicial Power of the United States” in courts whose judges “shall hold their Offices during good Behaviour.”

(6) By restricting the speech of employers and employees and compelling association, the NLRB infringes the freedom of speech and the right of the people peaceably to assemble, secured by the First Amendment, which provides that “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the

Government for a redress of grievances.”

(7) By restricting the liberty of contract, the NLRB violates the Due Process Clause of the Fifth Amendment, which provides that no person shall “be deprived of life, liberty, or property, without due process of law”.

(8) By awarding monetary remedies through administrative adjudication rather than before a jury, the NLRB denies Americans the Seventh Amendment’s guarantee that “In Suits at common law, where the value in controversy shall exceed twenty dollars, the right of trial by jury shall be preserved.”

(9) In carrying out its functions, the NLRB disregards the Ninth Amendment, which provides that “The enumeration in the Constitution, of certain rights, shall not be construed to deny or disparage others retained by the people,” including the right of the people to order their own lives, property, and affairs free of federal direction in matters the Constitution does not commit to the Federal Government.

(10) The Constitution delegates to the United States no power over employment relations within the States. By regulating labor relations in private and local businesses, the NLRB exercises powers that the Tenth Amendment reserves “to the States respectively, or to the people,” contrary to Federalist No. 45, in which Madison described the powers delegated to the Federal Government as “few and defined” and those remaining in the States as “numerous and indefinite.”

(11) The Declaration of Independence affirms that governments are instituted to secure the unalienable rights of the people and derive “their just powers from the consent of the governed,” and it charged the Crown with having “erected a multitude of New Offices, and sent hither swarms of Officers to harass our people, and eat out their substance.” The NLRB perpetuates the centralized administration the Declaration condemned. The Declaration likewise condemned “depriving us in many cases, of the benefits of Trial by Jury.”

(12) Abolishing the National Labor Relations Board and repealing section 3 of the National Labor Relations Act will reduce the size and cost of the Federal Government, return to the States and to the people the powers the Constitution reserves to them, and restore the constitutional principles of limited government and enumerated powers.

SECTION 3. ABOLITION OF THE NATIONAL LABOR RELATIONS BOARD.

(a) In General.—The National Labor Relations Board is hereby abolished effective immediately following the enactment of this Act.

(b) Wind-Down Operations.—Immediately following the enactment of this Act, the President shall designate an appropriate official to expeditiously wind down the operations of the National Labor Relations Board, ceasing all functions, none of which shall be transferred to any other department or agency of the Federal Government.

(c) Transfer of Assets and Liabilities.—All assets, liabilities, contracts, property, and records of the National Labor Relations Board shall be transferred to the designated official under subsection (b) for appropriate disposition.

(d) Employee Transition.—Employees of the National Labor Relations Board shall be offered opportunities for reassignment within the federal government or provided with severance and retraining assistance as prescribed by existing federal law.

SECTION 4. REPEAL OF PROVISIONS OF LAW ESTABLISHING THE NATIONAL LABOR RELATIONS BOARD.

(a) In General.—Section 3 of the National Labor Relations Act (29 U.S.C. 153), and any other provision of law establishing the National Labor Relations Board or vesting functions in the National Labor Relations Board, are hereby repealed.

(b) Conforming Amendments.—The United States Code and all other relevant Federal laws are amended by—

(1) striking all references to the National Labor Relations Board and to any office, officer, or function established in or vested in the National Labor Relations Board;

(2) terminating every function of the National Labor Relations Board, no part of which shall be reassigned to any other department or agency of the Federal Government; and

(3) making such other conforming changes as necessary to reflect the repeal and the permanent abolition of the National Labor Relations Board.

(c) Effective Date.—The repeal under this section shall take effect immediately following the enactment of this Act.

SECTION 5. TRANSITION PROVISIONS.

(a) No Restoration of Prior Structures.—No element of the National Labor Relations Board shall revert to its organizational structure as it existed prior to the establishment of the National Labor Relations Board, and no function of the National Labor Relations Board shall be restored to any predecessor department, agency, or office.

(b) Permanent Abolition.—No department, agency, office, or other entity shall be established to carry out the functions of the National Labor Relations Board abolished by this Act.

SECTION 6. SEVERABILITY.

If any provision of this Act, or the application thereof to any person or circumstance, is held invalid, the remainder of the Act and the application of such provision to other persons or circumstances shall not be affected thereby.