

119TH CONGRESS  
1ST SESSION

# S. 3111

To amend the National Labor Relations Act to adjust the dollar thresholds for National Labor Relations Board jurisdiction over certain labor disputes, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

NOVEMBER 5, 2025

Mr. MULLIN introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the National Labor Relations Act to adjust the dollar thresholds for National Labor Relations Board jurisdiction over certain labor disputes, 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 “Small Businesses be-  
5 fore Bureaucrats Act”.

1 **SEC. 2. INCREASE OF DOLLAR THRESHOLD FOR NATIONAL**  
2 **LABOR RELATIONS BOARD JURISDICTION**  
3 **OVER CERTAIN LABOR DISPUTES.**

4 (a) IN GENERAL.—Section 14(c) of the National  
5 Labor Relations Act (29 U.S.C. 164(c)) is amended—

6 (1) in paragraph (1), by inserting before the pe-  
7 riod at the end the following: “, except that in the  
8 event that such standards used a dollar threshold,  
9 such threshold shall be updated in accordance with  
10 paragraph (2)”;

11 (2) by redesignating paragraph (2) as para-  
12 graph (3); and

13 (3) by inserting after paragraph (1) the fol-  
14 lowing:

15 “(2) In establishing by rule under paragraph (1) any  
16 dollar threshold with respect to a class or category of em-  
17 ployers for the purposes of declining to assert jurisdiction  
18 over certain labor disputes involving such class or category  
19 of employers, the Board shall establish such dollar thresh-  
20 old at an amount—

21 “(A) with respect to calendar year 2026, equal  
22 to the product of—

23 “(i) the dollar threshold applicable to such  
24 class or category as of the day prior to the date  
25 of enactment of the Small Businesses before  
26 Bureaucrats Act, multiplied by

1 “(ii) ten; and

2 “(B) with respect to any calendar year after  
3 2026, equal to the product of—

4 “(i) the dollar threshold applicable to such  
5 class or category with respect to calendar year  
6 2026 (after the date of enactment of the Small  
7 Businesses before Bureaucrats Act), multiplied  
8 by

9 “(ii) the quotient obtained by dividing—

10 “(I) the Personal Consumption Ex-  
11 penditure Per Capita Index (as published  
12 by the Bureau of Economic Analysis) with  
13 respect to the calendar year preceding the  
14 applicable calendar year for which the dol-  
15 lar threshold under this subparagraph is  
16 determined; by

17 “(II) the Personal Consumption Ex-  
18 penditure Per Capita Index with respect to  
19 calendar year 2026.”.

20 (b) PERSONAL CONSUMPTION EXPENDITURE PER  
21 CAPITA INDEX.—Beginning in calendar year 2027, the  
22 Director of the Bureau of Economic Analysis of the De-  
23 partment of Commerce shall annually prepare and publish  
24 an index (to be known as the “Personal Consumption Ex-  
25 penditure Per Capita Index”) that reflects expenditures

1 by individuals in the United States on a per capita basis  
2 with respect to the calendar year preceding the calendar  
3 year in which the Director prepares and publishes the  
4 index.

5 (c) EFFECTIVE DATE.—The amendments made by  
6 this section shall apply to any decision of the National  
7 Labor Relations Board relating to the assertion of its ju-  
8 risdiction over a labor dispute made on or after the later  
9 of January 1, 2026, and the date of enactment of this  
10 section.

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