

118TH CONGRESS  
2D SESSION

# S. 5213

To amend the Labor-Management Reporting and Disclosure Act of 1959 to require labor organizations to make certain disclosures to its members, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

SEPTEMBER 25, 2024

Mr. CASSIDY 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 Labor-Management Reporting and Disclosure Act of 1959 to require labor organizations to make certain disclosures to its members, 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 “Union Members Right  
5 to Know Act”.

1 **SEC. 2. AMENDMENTS TO THE LABOR-MANAGEMENT RE-**  
 2 **PORTING AND DISCLOSURE ACT OF 1959.**

3 (a) **REQUIRED DISCLOSURES.**—Section 105 of the  
 4 Labor-Management Reporting and Disclosure Act of 1959  
 5 (29 U.S.C. 415) is amended—

6 (1) by striking “Every” and inserting the fol-  
 7 lowing:

8 “(a) **IN GENERAL.**—Every”; and

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

10 “(b) **REQUIRED DISCLOSURES.**—

11 “(1) **IN GENERAL.**—Every labor organization  
 12 shall provide to each member of the labor organiza-  
 13 tion, in accordance with paragraph (2), the fol-  
 14 lowing:

15 “(A) A copy of this Act and a summary of  
 16 each title of this Act.

17 “(B) A summary of the rights of an indi-  
 18 vidual to seek, pursuant to title VII of the Civil  
 19 Rights Act of 1964 (42 U.S.C. 2000e et seq.),  
 20 a reasonable accommodation, based on the reli-  
 21 gious beliefs or practices of the individual, not  
 22 to pay dues or fees to the labor organization.

23 “(C) A summary of the rights of employees  
 24 under the holding of the Supreme Court of the  
 25 United States in *Communications Workers v.*  
 26 *Beck*, 487 U.S. 735 (1988).

1           “(2) DISCLOSURE REQUIREMENTS.—Every  
2       labor organization shall provide the information  
3       under paragraph (1) by—

4           “(A) mail or electronic mail—

5           “(i)(I) to each employee who joins the  
6       labor organization on or after the date that  
7       is 90 days after the date of enactment of  
8       the Union Members Right to Know Act,  
9       not later than 30 days after the employee  
10      joins the labor organization; and

11          “(II) to each member of the labor or-  
12      ganization who was a member on the day  
13      before the date that is 90 days after the  
14      date of enactment of the Union Members  
15      Right to Know Act, not later than 1 year  
16      after such date of enactment; and

17          “(ii) on an annual basis; and

18          “(B) if the labor organization has a  
19      website, maintaining on the home-page of the  
20      website of the labor organization a hyperlink, ti-  
21      tled ‘Union Member Rights and Officer Respon-  
22      sibilities Under the LMRDA’, to the informa-  
23      tion described under paragraph (1).

24          “(3) COMPLIANCE.—

1           “(A) INITIAL COMPLIANCE.—Not later  
2           than 180 days after such date of enactment,  
3           every labor organization that is required to  
4           comply with paragraph (2)(B) shall submit to  
5           the Secretary a form signed by its president  
6           and treasurer, or corresponding principal offi-  
7           cers, certifying that the labor organization has  
8           complied with the requirements of such para-  
9           graph.

10           “(B) ONGOING COMPLIANCE.—Not later  
11           than 18 months after such date of enactment,  
12           and on an annual basis thereafter, each labor  
13           organization shall submit to the Secretary a  
14           form signed by its president and treasurer, or  
15           corresponding principal officers, certifying that  
16           the labor organization has complied with the re-  
17           quirements of paragraph (2).”.

18           (b) RIGHT NOT TO SUBSIDIZE LABOR ORGANIZA-  
19           TION NONREPRESENTATIONAL ACTIVITIES.—Title I of  
20           the Labor-Management Reporting and Disclosure Act of  
21           1959 (29 U.S.C. 411 et seq.) is amended by adding at  
22           the end the following:

1 **“SEC. 106. RIGHT NOT TO SUBSIDIZE LABOR ORGANIZA-**  
2 **TION NONREPRESENTATIONAL ACTIVITIES.**

3 “No employee’s labor organization dues, fees, assess-  
4 ments, or other contributions shall be used or contributed  
5 to any person, organization, or entity for any purpose not  
6 directly related to the labor organization’s collective bar-  
7 gaining or contract administration functions on behalf of  
8 the represented unit employee unless the employee mem-  
9 ber, or nonmember required to make such payments as  
10 a condition of employment, authorizes such expenditure in  
11 writing, after a notice period of not less than 35 days.  
12 An initial authorization provided by an employee under  
13 the preceding sentence shall expire not later than 1 year  
14 after the date on which such authorization is signed by  
15 the employee. There shall be no automatic renewal of an  
16 authorization under this section.”.

17 **SEC. 3. REGULATIONS.**

18 Not later than 180 days after the date of enactment  
19 of this Act, the Secretary of Labor shall issue such regula-  
20 tions as are necessary to implement the amendments made  
21 by section 2 of this Act.

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