

119TH CONGRESS
1ST SESSION

H. R. 2952

To amend the Labor-Management Reporting and Disclosure Act of 1959
to clarify reporting requirements.

IN THE HOUSE OF REPRESENTATIVES

APRIL 17, 2025

Mr. OWENS introduced the following bill; which was referred to the Committee
on Education and Workforce

A BILL

To amend the Labor-Management Reporting and Disclosure
Act of 1959 to clarify reporting requirements.

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 “Start Applying Labor
5 Transparency Act” or “SALT Act”.

6 **SEC. 2. LABOR-MANAGEMENT REPORTING AND DISCLO-**
7 **SURE ACT OF 1959.**

8 (a) FILING AND CONTENTS OF REPORT OF PAY-
9 MENTS, LOANS, PROMISES, AGREEMENTS, OR ARRANGE-
10 MENTS.—Section 201 of the Labor-Management Report-

1 ing and Disclosure Act of 1959 (29 U.S.C. 431) is amend-
2 ed—

3 (1) by redesignating subsections (c) through (e)
4 as subsections (d) through (f), respectively; and

5 (2) by inserting after subsection (b) the fol-
6 lowing:

7 “(c) Every labor organization who in any fiscal year
8 made—

9 “(1) any payment or loan, direct or indirect, of
10 money or any other thing of value (including reim-
11 bursed expenses), or any promise or agreement
12 therefor, to an employee, or a group or committee of
13 employees, of an employer (other than the labor or-
14 ganization) for the purpose of causing such employee
15 or group or committee to persuade other employees
16 to exercise or not to exercise, or as the manner of
17 exercising, the right to organize and bargain collec-
18 tively through representatives of their own choosing
19 unless such payments were contemporaneously or
20 previously disclosed to such other employees;

21 “(2) any agreement or arrangement with a
22 labor relations consultant or other independent con-
23 tractor or organization pursuant to which such con-
24 sultant, independent contractor, or organization un-
25 dertakes activities where an object thereof, directly

1 or indirectly, is to persuade employees to exercise or
2 not to exercise, or persuade employees as to the
3 manner of exercising, the right to organize and bar-
4 gain collectively through representatives of their own
5 choosing, or undertakes to supply such labor organi-
6 zation with information concerning the activities of
7 employees or an employer in connection with a labor
8 dispute involving such labor organization, except in-
9 formation for use solely in conjunction with an ad-
10 ministrative or arbitral proceeding or a criminal or
11 civil judicial proceeding; or

12 “(3) any payment (including reimbursed ex-
13 penses) pursuant to an agreement or arrangement
14 described in paragraph (2);

15 shall file with the Secretary a report, in a form prescribed
16 by the Secretary, signed by its treasurer or corresponding
17 principal officers showing in detail the date and amount
18 of each such payment, loan, promise, agreement, or ar-
19 rangement and the name, address, and position, if any,
20 of any firm or person to whom it was made and a full
21 explanation of the circumstances of all such payments, in-
22 cluding the terms of any agreement or understanding pur-
23 suant to which they were made. This shall include the
24 name of any employer targeted by such individual and the
25 location of the employer’s targeted facility.”.

1 (b) PERSUASIVE ACTIVITIES RELATING TO THE
 2 RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY; SUP-
 3 PLYING INFORMATION OF ACTIVITIES IN CONNECTION
 4 WITH LABOR DISPUTES; FILING AND CONTENTS OF RE-
 5 PORT OF AGREEMENT OR ARRANGEMENT.—

6 (1) IN GENERAL.—Section 202 of the Labor-
 7 Management Reporting and Disclosure Act of 1959
 8 (29 U.S.C. 432) is amended—

9 (A) by redesignating subsection (c) as sub-
 10 section (d); and

11 (B) by inserting after subsection (b) the
 12 following:

13 “(c) Every person who receives payment or loan, di-
 14 rect or indirect, of money or any other thing of value (in-
 15 cluding reimbursed expenses), or any promise or agree-
 16 ment therefor from another to seek employment with a
 17 third party where an object thereof is in whole or in part,
 18 directly or indirectly—

19 “(1) persuade employees of the third party to
 20 exercise or not to exercise, or as to the manner of
 21 exercising, the right to organize and bargain collec-
 22 tively through representatives of their own choosing;
 23 or

24 “(2) supply a labor organization with informa-
 25 tion concerning the activities of employees or agents

1 of third party in connection with a labor dispute in-
2 volving such third part, except information for use
3 solely in conjunction with an administrative or arbi-
4 tral proceeding or a criminal or civil judicial pro-
5 ceeding;
6 shall file within thirty days after entering into such agree-
7 ment or arrangement a report with the Secretary, signed
8 by its treasurer or corresponding principal officers, con-
9 taining the name under which such person is engaged in
10 doing business and the address of its principal office, and
11 a detailed statement of the terms and conditions of such
12 agreement or arrangement. Every such person shall file
13 annually, with respect to each fiscal year during which
14 payments were made as a result of such an agreement or
15 arrangement, a report with the Secretary, signed by its
16 president and treasurer or corresponding principal offi-
17 cers, containing a statement (A) of its receipts of any kind
18 from labor organizations on account of labor relations ad-
19 vice or services, designating the sources thereof, and (B)
20 of its disbursements of any kind, in connection with such
21 services and the purposes thereof. In each such case such
22 information shall be set forth in such categories as the
23 Secretary may prescribe.”.

24 (2) CONFORMING AMENDMENT.—Section 202
25 of the Labor-Management Reporting and Disclosure

1 Act of 1959 (29 U.S.C. 432) is amended in sub-
2 section (d), as redesignated by paragraph (1), by
3 striking “under subsection (a)” and inserting “under
4 subsection (a) or (c)”.

5 **SEC. 3. REGULATIONS.**

6 Not later than 6 months after the date of enactment
7 of this Act, the Secretary of Labor shall issue such regula-
8 tions as are necessary to carry out the amendments made
9 by this Act.

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