

118TH CONGRESS
2D SESSION

S. _____

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.

IN THE SENATE OF THE UNITED STATES

_____ introduced the following bill; which was read twice and referred to the Committee on _____

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.