

118TH CONGRESS
2D SESSION

H. R. 8573

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 HOUSE OF REPRESENTATIVES

MAY 28, 2024

Ms. FOXX introduced the following bill; which was referred to the Committee on Education and the Workforce

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”.

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

8 Section 105 of the Labor-Management Reporting and
9 Disclosure Act of 1959 (29 U.S.C. 415) is amended—

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

3 “(a) IN GENERAL.—Every”; and

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

5 “(b) REQUIRED DISCLOSURES.—

6 “(1) IN GENERAL.—Every labor organization
7 shall provide to members of the labor organization,
8 in accordance with paragraph (2), the following:

9 “(A) A copy of this Act, and a summary
10 of each title of this Act.

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

17 “(C) A summary of the rights of employees
18 under the holding of the Supreme Court in
19 Communications Workers v. Beck, 487 U.S.
20 735 (1988).

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

24 “(A) mail or electronic mail—

1 “(i) to any member who joins the
2 labor organization on or after the date that
3 is 90 days after the date of enactment of
4 the Union Members Right to Know Act,
5 not later than 30 days after the member
6 joins the labor organization; and

7 “(ii) to each member of the labor or-
8 ganization, not later than 1 year after such
9 date of enactment, and on an annual basis
10 thereafter; and

11 “(B) if the labor organization has a
12 website, maintaining on the home-page of the
13 website of the labor organization a hyperlink, ti-
14 tled ‘Union Member Rights and Officer Respon-
15 sibilities Under the LMRDA’, to the informa-
16 tion described under paragraph (1).

17 “(3) COMPLIANCE.—

18 “(A) INITIAL COMPLIANCE.—Not later
19 than 180 days after such date of enactment,
20 every labor organization that is required to
21 comply with paragraph (2)(B) shall submit to
22 the Secretary a form signed by its president
23 and treasurer or corresponding principal offi-
24 cers certifying that the labor organization has

1 complied with the requirements of such para-
2 graph.

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

11 **SEC. 3. REGULATIONS.**

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

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