

119TH CONGRESS
1ST SESSION

S. 3114

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

NOVEMBER 6, 2025

Mr. CASSIDY (for himself, Mrs. BLACKBURN, Ms. ERNST, and Mr. TUBERVILLE) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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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