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May 27, 2025

To Interested Parties:

The *Labor-Management Reporting and Disclosure Act of 1959* (LMRDA) was enacted to guarantee certain rights to unions members, safeguard union democracy, and ensure labor organizations maintain financial integrity. More than six decades later, union members remain the best stewards of their own organizations. Rank-and-file members must be empowered to have a leading role in decision-making processes of labor organizations. As such, the House Education and Workforce Committee (Committee) seeks input from stakeholders to inform Congress how it can reform the LMRDA to ensure labor organizations adhere to the highest standards of responsibility and ethical conduct.

Too often, rank-and-file workers lack the timely information and meaningful voice they need to hold elected leaders accountable for both fiscal and political decisions. Recent misconduct cases, ranging from embezzlement to unauthorized political expenditures, underscore the need for a modernized framework that prioritizes the rights of individual members to hold union leadership accountable and that provides individual union members with more control over how labor organizations operate.

Consistent with the Committee's commitment to protect union members' democratic rights, ensure financial integrity in labor organizations, and restore trust in institutions, the Committee is undertaking a comprehensive review of the LMRDA. The goal is to update the Act so that every union member—regardless of occupation, industry, or geography—has real-time insight into union finances and a secure vote in leadership elections to ensure union leadership decisions are responsive to membership.

The Committee invites employers, employees, labor-management experts, worker advocates, scholars, compliance professionals, and other interested stakeholders to submit written comments that address the topics and questions below. Please submit responses in Microsoft Word or PDF format via e-mail to Daniel.Nadel@mail.house.gov by July 22, 2025.

I. Strengthening Member Governance and Voting Rights

- The rights guaranteed in Title I of the LMRDA are stated in broad terms and subject to undefined qualifications. For example, every union member has the right of free speech and assembly, but these rights are subject to “reasonable rules as to the responsibility of every member toward the organization as an institution.” Should Congress consider clarifying the rights in Title I granting union members democratic rights within their union?
- Should a union be required to hold a secret ballot vote of membership to ratify a collective bargaining agreement or authorize a strike?
- How can Congress ensure that every member receives timely notice of union official nominations and elections and has an equal opportunity to vote?
- Should unions be required to hold direct elections of national union officers?
- Would permitting members to initiate recall elections for officers strengthen accountability, and what signature or turnout thresholds would be appropriate?
- Are additional protections needed to guard against intimidation or retaliation when members campaign for office or express dissent?
- Should unions be required to publish candidate statements, debate recordings, and internal campaign-finance reports to give voters better insight into each candidate’s platform and support?
- What information should a union be required to share with membership during contract negotiations and before a strike authorization?
- What barriers prevent members from introducing motions or resolutions at union meetings, and how might the LMRDA be amended to lower those barriers?
- Is the current three-year maximum interval between local officer elections adequate, or should Congress encourage more frequent contests?
- Would a national “union member bill of rights” poster required to be displayed at union offices improve awareness of statutory protections?

II. Fiscal Transparency and Fiduciary Duty

- Is the current Form LM-2 sufficient for members to understand how dues are allocated among collective bargaining, political activities, and other expenditures? What additional or disaggregated categories would be useful?
- Should the dollar-thresholds that trigger LM-2, LM-3, and LM-4 reporting be updated? If so, how?
- Would requiring unions to post LM reports on their public websites or in union publications meaningfully improve access for members and researchers?
- How can technology enable near real-time disclosure of large union expenditures—e.g., posting transactions above a \$5,000 threshold within 30 days?
- Union officials, agents, and shop stewards hold positions of trust in labor organizations and must act in the best interests of their union. The LMRDA does not describe in detail the nature and scope of the fiduciary duties of union officials. How can Congress clarify or strengthen fiduciary responsibilities of union officers?

- How can Congress clarify or strengthen fiduciary responsibilities of union officers for pension or benefit funds that are not covered by the *Employee Retirement Income Security Act*?
- Should Congress expressly define which union positions fall under LMRDA fiduciary duties to eliminate loopholes?
- Should the LMRDA be amended to state that an officer who knowingly fails to report another officer's breach is personally liable for aiding the violation?

III. Political Expenditures and Member Consent

- What reforms would give members more direct control over the portion of their dues used for lobbying, campaign contributions, or ballot-measure advocacy?
- Would greater alignment between LMRDA reporting and Federal Election Commission disclosures help members trace the flow of funds?
- Should unions be required to hold membership referenda before spending dues on certain high-dollar political activities, such as independent expenditures above a specified threshold?
- Are there effective models for maintaining a segregated political fund that protects dissenting members from subsidizing political activities, and should Congress encourage their adoption?

IV. Digital Disclosure and Data Accessibility

- In what ways can technology be leveraged to reduce paperwork while improving the accuracy and timeliness of LMRDA filings?
- What safeguards are necessary to protect sensitive personal information if more granular data are published online?

V. Enforcement, Compliance Assistance, and Whistleblower Protections

- Do current criminal and civil penalties under the LMRDA adequately deter embezzlement, vote rigging, and false reporting? If not, how should they be updated?
- Should Congress establish a private right of action or a more robust whistleblower protection program to assist members with reporting wrongdoing?
- Do existing LMRDA provisions governing trusteeships adequately protect local unions from unfair or politically motivated takeovers by parent bodies? Should Congress reform the criteria, duration limits, reporting requirements, or member appeal rights related to the imposition of trusteeships?

VI. Additional Issues

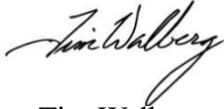
- Stakeholders are encouraged to identify any other statutory, regulatory, or practical obstacles that impede effective member oversight of union leadership.

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Thank you for your attention to these important issues. The Committee looks forward to reviewing your recommendations and working together to modernize the LMRDA in a manner that re-empowers America's workers and strengthens the accountability of labor organizations.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tim Walberg".

Tim Walberg
Chairman

A handwritten signature in blue ink, appearing to read "Rick W. Allen".

Rick W. Allen
Chairman
Subcommittee on Health, Employment,
Labor, and Pensions