Union Member Rights and Officer Responsibilities Under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. For more information contact the nearest OLMS field office listed on page 2 of this fact sheet.

**Union Member Rights**

**Bill of Rights** - Union members have
- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Copies of Collective Bargaining Agreements** - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports** - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from the OLMS Internet Public Disclosure Room at www.unionreports.dol.gov.

**Officer Elections** - Union members have the right to
- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

**Officer Removal** - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships** - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline** - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence** - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

**Union Officer Responsibilities**

**Financial Safeguards** - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding** - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed $5,000.
Labor Organization Reports - Union officers must
• file an initial information report (Form LM-1)
  and annual financial reports (Forms LM-2/3/4)
  with OLMS
• retain the records necessary to verify the reports
  for at least five years

Officer Reports - Union officers and employees
must file reports concerning any loans and benefits
received from, or certain financial interests in,
employers whose employees their unions represent
and businesses that deal with their unions.

Officer Elections - Unions must
• hold elections of officers of local unions by
  secret ballot at least every three years
• conduct regular elections in accordance with
  their constitution and bylaws and preserve all
  records for one year
• mail a notice of election to every member at least
  15 days prior to the election
• comply with a candidate's request to distribute
  campaign material

• not use union funds or resources to promote any
  candidate (nor may employer funds or resources
  be used)
• permit candidates to have election observers
• allow candidates to inspect the union's
  membership list once within 30 days prior to the
  election

Restrictions on Holding Office - A person convicted
of certain crimes may not serve as a union officer,
employee, or other representative of a union for up
13 years.

Loans - A union may not have outstanding loans to
any one officer or employee that in total exceed
$2,000 at any time.

Fines - A union may not pay the fine of any officer
or employee convicted of any willful violation of
the LMRDA.

Additional Information

Additional information is available on the OLMS Web site at www.olms.dol.gov by sending a message to
olms-public@dol.gov, by calling the DOL Help Line at 1-866-487-2365, or by contacting an OLMS
district office.

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For the address and telephone number of our field offices, please consult local telephone directory listings under United
States Government, Labor Department, Office of Labor-Management Standards, or view our online organizational listing at

U.S. Department of Labor
Office of Labor-Management Standards
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OLMS

Visit us at www.olms.dol.gov
E-mail us at olms-public@dol.gov
Call the DOL National Call Center at 1.866.487.2365