



YOUR LEGAL RIGHTS IN THE UNION

The Labor-Management Reporting and Disclosure Act

Who is covered? Any member of a union that includes private sector workers. (If your union represents exclusively public sector workers, the laws vary by state.)

Free speech. You have the right to:

- meet, organize, and speak freely
- distribute literature
- speak at union meetings, subject to reasonable rules (such as Robert's Rules of Order)

Elections. You have the right to:

- an equal opportunity to vote, nominate candidates, and run for union office
- a secret-ballot vote on increases in local union dues, initiation fees, and assessments

Contracts. You have the right to:

- receive, upon request to your local, a copy of your contract
- inspect all contracts that your local administers

Union financial statements. Every private sector union must file an annual financial statement with the U.S. Department of Labor containing officer salaries and expenses and other union expenses and income. This public document (called an LM-2, LM-3, or LM-4) can be obtained online at bit.ly/UnionSearch.

If your rights are violated, a great resource to help you enforce them is the Association for Union Democracy. Visit its website at uniondemocracy.org.