

119TH CONGRESS
1ST SESSION

H. R. 6141

To amend the Labor-Management Reporting and Disclosure Act of 1959 to remove the requirement that members of a union exhaust internal reasonable hearing procedures prior to bringing certain legal or administrative proceedings.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 19, 2025

Mr. HARRIS of North Carolina (for himself, Mr. ONDER, and Mr. FINE) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Labor-Management Reporting and Disclosure Act of 1959 to remove the requirement that members of a union exhaust internal reasonable hearing procedures prior to bringing certain legal or administrative proceedings.

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 “Fair Access to Justice
5 for Union Members Act”.

1 **SEC. 2. REMOVAL OF EXHAUSTION REQUIREMENTS.**

2 (a) IN GENERAL.—Section 101(a)(4) of the Labor-
3 Management Reporting and Disclosure Act of 1959 (29
4 U.S.C. 411(a)(4)) is amended by striking “That any such
5 member may be required to exhaust reasonable hearing
6 procedures (but not to exceed a four-month lapse of time)
7 within such organization, before instituting legal or ad-
8 ministrative proceedings against such organizations or any
9 officer thereof: *And provided further,*”.

10 (b) EFFECTIVE DATE.—The amendment made by
11 this Act shall take effect on the date that is 18 months
12 after the date of enactment of this Act.

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