



March 21, 2024

To the Members of the U.S. House of Representatives:

The U.S. Chamber of Commerce strongly supports the “Start Applying Labor Transparency (SALT) Act,” and we commend Rep. Burgess Owens (R-UT) for introducing this legislation.

Congress enacted the Labor-Management Reporting and Disclosure Act (LMRDA) in 1959 to improve transparency for employers and labor organizations as well as to guarantee democratic practices for union members, and the SALT Act would amend the LMRDA to improve reporting with respect to union “Salts.”

Dating back at least 100 years, “salting” refers to the practice of union organizers or trained members applying for a job with a non-union employer for the specific purpose of unionizing the employer’s workforce, as opposed to having a legitimate interest in the job for which they apply. In many instances, employers are unaware that they have become the target of salting.

The LMRDA does not currently require reporting from labor unions with respect to their use of Salts, and likewise there is no reporting requirement for Salts themselves. In contrast, employers and their labor relations consultants must file reports on their agreements. The SALT Act would address this considerable imbalance by requiring reports from labor unions and individuals who act on their behalf as a Salt. This would improve the transparency Congress sought, make it easier for employers to know who they are hiring, and allow employees to know if those urging them to join a union are actually working for that union.

The “Start Applying Labor Transparency Act” would enact meaningful reform to America’s labor laws. The Chamber strongly urges Members of Congress to cosponsor this bill.

Sincerely,

Neil L. Bradley  
Executive Vice President, Chief Policy Officer,  
and Head of Strategic Advocacy  
U.S. Chamber of Commerce