



March 25, 2024

The Honorable Virginia Foxx
Chair
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

The Honorable Bobby Scott
Ranking Member
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

Dear Chairwoman Foxx, Ranking Member Scott and Members of the Committee on Education and the Workforce:

On behalf of Associated Builders and Contractors, a national construction industry trade association with 68 chapters representing more than 23,000 members, I write in support of [H.R. 7784](#), the Start Applying Labor Transparency Act, introduced by Rep. Burgess Owens, R-Utah, in the 118th Congress.

ABC supports the Start Applying Labor Transparency Act's purpose of requiring labor organizations and their consultants to report when they engage in a coercive tactic known as "salting"—a process where unions send professionally trained organizers into merit shop workplaces under the guise of seeking employment. Once hired, these "salts" often try to create a toxic work environment, mislead co-workers and destroy their employers or deliberately increase costs through various actions, all while concealing that their purpose in the workplace is to serve the interests of organized labor.

To ensure workers have the transparency they deserve, this legislation would amend the Labor-Management Reporting and Disclosure Act to clarify that labor organizations and their salts must disclose agreements to persuade workers that unionization is in their best interest. Specifically, the legislation would require salts to report the compensation, loans and other valuables they receive to target their co-workers. Given that employer consultants already disclose when they discuss unionization with employees, this legislation would provide workers with a fair environment to determine what is best for their workplace.

The Start Applying Labor Transparency Act provides workers with transparency and, at the same time, protects small businesses from the toxic work environment salts often seek to create. This saves businesses significant time, money and resources that would enable them to hire more employees, invest in better equipment and secure more work to grow their companies and provide additional jobs in the community.

ABC urges members of the House Committee on Education and the Workforce to support the Start Applying Labor Transparency Act and further efforts to promote transparency in the workplace and counter the detrimental effects of union salting.

Sincerely,

Kristen Swearingen
Vice President, Legislative & Political Affairs