
DIGEST

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HB 663 Original

2022 Regular Session

Frieman

Abstract: Allows teachers, other school employees, and public employees to withdraw from paying labor organization dues and allows employees to withdraw from paying professional law enforcement and firefighter association dues.

TEACHER AND OTHER SCHOOL EMPLOYEES

Present law provides that any teacher or other employee of a parish or city school board may authorize his employing school board to deduct and withhold from his earnings a specific amount for such pay periods as designated, for the payment of regular dues owed by the teacher or other employee to any organization of teachers or other school employees.

Proposed law retains present law.

Proposed law provides that upon submission of a written or email request to his employing school board, any teacher or other school employee shall have the right to immediately cease the withholding of labor organization dues from his wages. Proposed law further provides that upon receipt of a request, the school board shall immediately send written or email notification of the teacher's or other school employee's decision to the labor organization.

Proposed law provides that the labor organization shall cease any withholding of dues from the teacher or other employee's wages. Proposed law further provides that the teacher or other employee will not accrue any further debt.

Proposed law provides that the teacher's and other employee's right to immediately resign and immediately end any financial obligation to a labor organization shall not be waived.

Proposed law provides that all authorizations for labor organization dues shall not exceed one year; and that all authorizations shall be renewed annually in order to be effective. Proposed law further provides that any prior authorizations for organization dues are deemed invalid.

Proposed law provides that proposed law applies only to any new collective bargaining agreement or contract that is entered into or any existing collective bargaining agreement or contract that is modified, extended, affected by a new or changed memorandum of understanding, amendment, or is otherwise changed or altered in any way after proposed law goes into effect.

Proposed law provides that the requirements of proposed law do not affect any collective bargaining

agreement currently in effect. Proposed law further provides that the terms of the collective bargaining agreement shall remain valid until the adoption of a new collective bargaining agreement or modification, extension, or alteration of an existing bargaining agreement pursuant to proposed law occurs.

Proposed law provides that the school board shall notify the teacher or other employee of his right to cease payment of labor organization dues. Proposed law further provides that the school board shall provide written or email notification, at least annually, to the teacher or other employee to inform him that he can withdraw from the organization.

Proposed law provides that all authorizations shall be on a form prescribed by the school board and contain the following statement in fourteen-point boldface font.

"The state of La. wishes to inform you that you have a 1st Amendment right to join or refrain from joining and paying dues to a labor organization. Membership and payment of dues are voluntary and you may not be discriminated against for your decision or your refusal to join or financially support a labor organization. You may authorize your employer to deduct union dues from your salary in the amounts specified in accordance with a labor organization's bylaws. You may revoke this authorization at any time."

Proposed law provides that the school board shall confirm the authorization by emailing the teacher or other employee at his employer-provided email address or, if he does not have an employer-provided email, by other means the school board deems appropriate.

EMPLOYEES WHO PAY PROFESSIONAL LAW ENFORCEMENT AND FIREFIGHTER ASSOCIATION DUES

Proposed law provides that upon submission of a written or email request to his employer, an employee shall have the right to immediately cease the withholding of association dues from his wages. Proposed law further provides that upon receipt of a request, the employer shall immediately send written or email notification of the employee's decision to the association.

Proposed law provides that the association shall cease any withholding of dues from the employee's wages. Proposed law further provides that the employee will not accrue any further debt.

Proposed law provides that the employee's right to immediately resign and immediately end any financial obligation to a association shall not be waived.

Proposed law provides that all authorizations for association dues shall not exceed one year; and that all authorizations shall be renewed annually in order to be effective. Proposed law further provides that any prior authorizations for association dues are deemed invalid.

Proposed law provides that proposed law applies only to any new collective bargaining agreement or contract that is entered into or any existing collective bargaining agreement or contract that is

modified, extended, affected by a new or changed memorandum of understanding, amendment, or is otherwise changed or altered in any way after proposed law goes into effect.

Proposed law provides that the requirements of proposed law do not affect any collective bargaining agreement currently in effect. Proposed law further provides that the terms of the collective bargaining agreement shall remain valid until the adoption of a new collective bargaining agreement or modification, extension, or alteration of an existing bargaining agreement pursuant to proposed law occurs.

Proposed law provides that the employer shall notify the employee of his right to cease payment of association dues. Proposed law further provides that the employer shall provide written or email notification, at least annually, to the employee to inform him that he can withdraw from the association.

Proposed law provides that all authorizations shall be on a form prescribed by the school board and contain the following statement in fourteen-point boldface font.

"The state of La. wishes to inform you that you have a 1st Amendment right to join or refrain from joining and paying dues to an association. Membership and payment of dues are voluntary and you may not be discriminated against for your decision or your refusal to join or financially support an association. You may authorize your employer to deduct association dues from your salary in the amounts specified in accordance with an association's bylaws. You may revoke this authorization at any time."

Proposed law provides that the employer shall confirm the authorization by emailing the employee at his employer-provided email address or, if he does not have an employer-provided email, by other means the employer deems appropriate.

PUBLIC EMPLOYEES

Proposed law provides that upon submission of a written or email request to his employer, a public employee shall have the right to immediately cease the withholding of labor organization or unions dues from his wages. Proposed law further provides that upon receipt of a request, the employer shall immediately send written or email notification of the employee's decision to the labor organization.

Proposed law provides that the labor organization shall cease any withholding of dues from the employee's wages. Proposed law further provides that the employee will not accrue any further debt.

Proposed law provides that the employee's right to immediately resign and immediately end any financial obligation to a labor organization shall not be waived.

Proposed law provides that all authorizations for labor organization dues shall not exceed one year; and that all authorizations shall be renewed annually in order to be effective. Proposed law further provides that any prior authorizations for organization dues are deemed invalid.

Proposed law provides that proposed law applies only to any new collective bargaining agreement or contract that is entered into or any existing collective bargaining agreement or contract that is modified, extended, affected by a new or changed memorandum of understanding, amendment, or is otherwise changed or altered in any way after proposed law goes into effect.

Proposed law provides that the requirements of proposed law do not affect any collective bargaining agreement currently in effect. Proposed law further provides that the terms of the collective bargaining agreement shall remain valid until the adoption of a new collective bargaining agreement or modification, extension, or alteration of an existing bargaining agreement pursuant to proposed law occurs.

Proposed law provides that the employer shall notify the employee of his right to cease payment of labor organization dues. Proposed law further provides that the employer shall provide written or email notification, at least annually, to the employee to inform him that he can withdraw from the organization.

Proposed law provides that all authorizations shall be on a form prescribed by the school board and contain the following statement in fourteen-point boldface font.

"The state of La. wishes to inform you that you have a 1st Amendment right to join or refrain from joining and paying dues to a labor organization. Membership and payment of dues are voluntary and you may not be discriminated against for your decision or your refusal to join or financially support a labor organization. You may authorize your employer to deduct union dues from your salary in the amounts specified in accordance with a labor organization's bylaws. You may revoke this authorization at any time."

Proposed law provides that the employer shall confirm the authorization by emailing the employee at his employer-provided email address or, if he does not have an employer-provided email, by other means the employer deems appropriate.

Proposed law provides that if any provision of proposed law or the application thereof is held invalid, that invalidity shall not affect other provisions or applications of proposed law.

(Amends R.S. 17:438(A) and (D), R.S. 23:890(F)(1), and R.S. 42:456(A)(1) and 457.1; Adds R.S. 17:438(E), and R.S. 42:457.2)