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## DIGEST

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HB 523 Original

2024 Regular Session

Wilder

**Abstract:** Provides relative to collective bargaining.

Proposed law defines "collective bargaining representative", "collective bargaining unit", "labor organization", "public employee", "public employer", and "third-party election facilitator".

Proposed law provides that beginning August 1, 2024, and every second calendar year thereafter, a collective bargaining representative shall, at the collective bargaining representative's expense, engage a third-party election facilitator to conduct a secret ballot election to certify the collective bargaining representative.

Proposed law the third-party election facilitator shall conduct the election no later than December 1st.

Proposed law provides that if, in an election, at least 60% of all employees in the collective bargaining vote in favor of certifying the collective bargaining representative, the collective bargaining representative may continue to serve as the representative of the collective bargaining unit.

Proposed law provides that if, in an election, less than 60% of all employees in the collective bargaining vote in favor of certifying the collective bargaining representative and the collective bargaining is unrepresented in collective bargaining as of January 1<sup>st</sup>, immediately following the election, or the second January 1<sup>st</sup> following the election, whichever occurs later, the provisions of proposed law (R.S. 23:988 (C)(3)) shall apply.

Proposed law provides that if a collective bargaining unit votes not to certify a collective bargaining representative, the representative shall not be included in a substantially similar collective bargaining unit for 12 months after the day on which the representative's representation ceases.

Proposed law provides that nothing in the provisions of proposed law shall provide a public employee a right to collective bargaining.

Proposed law exempts law enforcement and firefighter services from the applicability of proposed law.

(Adds R.S. 23:988)