
DIGEST

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HB 571 Engrossed

2024 Regular Session

Crews

Abstract: Provides relative to certain designated labor organization activities in employment contracts.

Proposed law defines "employment contract", "public employee", "public employer", "labor organization", and "designated labor organization activities".

Proposed law prohibits a public employer from expending any public funds, including payment for any public employee benefit, for the performance of designated labor organization activities.

Proposed law prohibits a public employer from entering into any employment contract with any public employee or labor organization and from enacting any policy or engaging in any practice that provides compensation, including paid leave, for the performance of designated labor organization activities.

Proposed law declares any employment contract, policy, or practice that authorizes or provides compensation to a public employee for designated labor organization activities against public policy and considers it null and void.

Proposed law provides that proposed law does not:

- (1) Apply to any existing employment contract in effect before the effective date of proposed law; however, an existing contract shall not be renewed or extended if the contract includes terms that conflict with proposed law.
- (2) Prohibit any public employee or labor organization from engaging in or performing any designated labor organization activities that are defined in proposed law.

Proposed law allows the attorney general or district attorney to enforce the provisions of proposed law in the parish where designated labor organizations activities are performed.

Proposed law provides that any taxpayer within the jurisdiction in which a violation of proposed law occurs has standing to bring an action against any public employer for violation of proposed law. Proposed law further provides that if a court finds that a public employer has violated provisions of proposed law, the court shall award reasonable attorney fees and costs to the party who brought the action.

Proposed law provides that the prohibition against private use of public funds is a matter of statewide concern and is necessary to enforce the constitution and laws of this state. Proposed law further provides that the prohibition against private use of public monies shall not be subject to inconsistent regulation by any public employer.

Proposed law provides that provisions of proposed law shall preempt all inconsistent rules, regulations, codes, ordinances, policies, or other laws adopted by any public employer.

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

(Adds R.S. 23:984.1)

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Add charter schools to the definition of public employer.
2. Allow, instead of require, the attorney general or district attorney to enforce the provisions of proposed law.