
The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

SB 312 Engrossed

2026 Regular Session

Talbot

Present law allows teachers and other employees of a parish or city school board to authorize payroll deductions for the payment of regular dues to any organization of teachers or other school employees.

Present law requires 50 or more teachers or other employees or 10% of the total number of employees, including teachers, whichever is less, to request the withholding in writing before deductions are made from the earnings of teachers or other employees.

Present law requires teacher and other employee withholdings to be remitted to the designated organization regularly.

Proposed law retains present law and provides that the teacher or other employee may stop his or her employer from deducting wages for the payment of dues or fees to any organization of teachers or other school employees. Proposed law further requires the employer to immediately provide written or electronic notification to any organization of teachers or other school employees of the employee's decision.

Proposed law provides that a teacher or other employees' right to stop deducting earnings for the payment of dues cannot be waived.

Proposed law provides that an employer cannot deduct dues or fees without a valid authorization.

Proposed law requires a state, parish, city, local or charter school board, or any other governmental agency to provide employees written or email notification annually of his or her right to withdraw from the teacher or other employee organization.

Proposed law exempts law enforcement and firefighters from the provisions of proposed law.

Proposed law permits labor organizations who satisfy certain requirements to make expenditures for political activities.

Proposed law allows a labor organization to use union dues to lobby or communicate directly with its own members about political candidates, ballot measures, and other political issues.

Effective August 1, 2026.

(Amends R.S. 42:457; adds R.S. 17:438 (E)-(H))

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the original bill

1. Delete proposed law prohibiting a labor union from collecting union dues, fees, assessments, or other charges for political activities.
2. Delete proposed law requiring salary deduction authorizations to be renewed annually.
3. Provide that a valid authorization is required for any dues or fees deduction.