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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)]

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DIGEST

SB 312 Reengrossed

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 labor organization or union to immediately provide electronic notification of the employee's decision.

Proposed law provides that if the employee's request to cease withholdings is received after payroll for the current pay period has been submitted or processed, the withholding will take effect no later than the employee's next paycheck.

Proposed law provides that a teacher or other employee's 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 exempts law enforcement and firefighters from the provisions of proposed law.

Effective August 1, 2026.

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

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.

Senate Floor Amendments to engrossed bill

1. Add that if an employee's request to cease withholdings is received after payroll for the current pay period has been submitted or processed, the withholding will take effect no later than the employee's next paycheck.
2. Add that a labor organization or union will notify the employee of his right to stop payment of member dues or fees.
3. Add that a labor organization will provide annual electronic notifications to employees informing the employee that he is allowed to withdraw from the organization.
4. Add that an employer may use an employee's labor organization or union provided email address, or any other means the employer deems appropriate to confirm an employee's authorization to deduct dues or fees.
5. Delete proposed law requiring the labor organization to be responsible for administrative costs incurred in the collection of labor organization dues or fees for an employee opting out of the collection of labor organization dues or fees.
6. Make technical changes.