

HOUSE COMMITTEE AMENDMENTS

2026 Regular Session

Amendments proposed by House Committee on Labor and Industrial Relations to Reengrossed Senate Bill No. 312 by Senator Talbot

1 AMENDMENT NO. 1

2 On page 1, line 11, change "**labor**" to "**employer,**"

3 AMENDMENT NO. 2

4 On page 1, line 12, delete "**organization or union,**"

5 AMENDMENT NO. 3

6 On page 1, line 14, change "**labor organization or union**" to "**employer**"

7 AMENDMENT NO. 4

8 On page 2, line 4, change "**labor organization or union**" to "**employer**"

9 AMENDMENT NO. 5

10 On page 2, line 13, after "**F.(1)**" and before "**shall**" delete "**A labor organization or union**"
11 and insert in lieu thereof the following:

12 "The labor organization or union in which the employee has
13 membership"

14 AMENDMENT NO. 6

15 On page 2, at the end of line 16, insert the following:

16 "The labor organization or union shall have the burden of proof to
17 establish that it has met this requirement."

18 AMENDMENT NO. 7

19 On page 2, line 17, after "**All**" and before "**authorizations**" insert "**withholding**"

20 AMENDMENT NO. 8

21 On page 3, line 1, change "**a labor organization or union-**" to "**an employer-**"

22 AMENDMENT NO. 9

23 On page 3, at the end of line 3, insert the following:

24 "The labor organization or union shall be responsible for all
25 administrative costs shown to have been incurred from the collection of its dues
26 or fees or from an employee's election to discontinue the withholding of any
27 dues or fees."

28 AMENDMENT NO. 10

29 On page 3, line 17, change "**labor**" to "**employer,**"

1 AMENDMENT NO. 11

2 On page 3, line 18, delete "organization or union,"

3 AMENDMENT NO. 12

4 On page 3, line 20, change "labor organization or union" to "employer"

5 AMENDMENT NO. 13

6 On page 4, line 6, after "C.(1)" and before "shall" delete "A labor organization or union"
7 and insert in lieu thereof the following:

8 "The labor organization or union in which the employee has
9 membership"

10 AMENDMENT NO. 14

11 On page 4, at the end of line 9, insert the following:

12 "The labor organization or union shall have the burden of proof to
13 establish that it has met this requirement."

14 AMENDMENT NO. 15

15 On page 4, line 10, after "All" and before "authorizations" insert "withholding"

16 AMENDMENT NO. 16

17 On page 4, line 23, after "without" and before "the" insert "electronic confirmation of"

18 AMENDMENT NO. 17

19 On page 4, at the end of line 24, insert the following:

20 "If the employee does not possess an employer-provided email address,
21 then the employer may use other means it deems appropriate to confirm the
22 authorization.
23 (c) The labor organization or union shall be responsible for all
24 administrative costs shown to have been incurred from the collection of its dues
25 or fees or from an employee's election to discontinue the withholding of any
26 dues or fees."