

## DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, 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)]

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 allows a teacher or other employee to stop his employer from deducting wages for the payment of dues or fees to any organization of teachers or other school employees.

Proposed law requires the employer 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 requires the employer to cease withholding dues or fees from the employee's wage, if the employer receives notification of such cessation. Proposed law further provides that the employee shall not accrue any further debt to the labor organization or union.

Proposed law prohibits a teacher or other employee's right to stop deducting earnings for the payment of dues from being waived.

Proposed law prohibits an employer from deducting dues or fees without a valid authorization.

Proposed law requires the labor organization or union that the employee has membership in to notify the employee of his right to cease payment of his dues or fees.

Proposed law requires the labor organization or union to provide annual electronic notification of the employee's right to withdraw from the labor organization. Proposed law further provides that the burden of proof to meet this requirement lies with the labor organization or union.

Proposed law provides that proposed law applies prospectively to any new collective bargaining agreement or contract that is entered into or any existing collective bargaining agreement that is modified, extended, or otherwise affected by a new or modified memorandum of understanding.

Proposed law states that the labor organization or union shall be responsible for all administrative costs that are incurred from the collection of or the discontinuation of withholding of any dues or fees.

Proposed law exempts law enforcement, mass transit employees, and firefighters from the provisions of proposed law.

Effective August 1, 2026.

(Amends R.S. 42:457; Adds R.S. 17:438 (E)-(F))

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.

Summary of Amendments Adopted by House

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

1. Amend provisions of proposed law to require an electronic request to cease withholding of labor organization or union dues or fees to be submitted to the employer instead of the labor organization.
2. Require the employer to notify the labor organization or union of the employee's decision to cease withholding of dues or fees.
3. Clarify and require the labor organization or union that the employee has membership in to notify the employee of his right to withhold payment of member dues or fees.
4. Provide that the burden of proof to notify the employee of his right to withhold payment of member dues or fees lies with the labor organization or union.
5. Change provisions of proposed law that reference labor organization or union-provided email address to employer-provided email address.
6. Clarify the type of authorizations applicable to the form prescribed by the attorney general.

7. Provide that the labor organization or union is responsible for any administrative costs incurred from the collection of or the discontinuation of the withholding of dues or fees.
8. Prohibit an employer from deducting any labor organization dues or fees from the employee's salary without first receiving electronic confirmation of the employee's authorization.
9. Add mass transit employees to the list of individuals exempt from the provisions of proposed law.
10. Make technical changes.