

## SENATE SUMMARY OF HOUSE AMENDMENTS

SB 312

2026 Regular Session

Talbot

**KEYWORD AND SUMMARY AS RETURNED TO THE SENATE**

EMPLOYMENT. Provides relative to union dues and fees for certain public employees. (8/1/26)

**SUMMARY OF HOUSE AMENDMENTS TO THE SENATE BILL**

Relative to permitted withholdings (R.S. 17:438) and union dues (R.S. 42:457):

1. Requires that an electronic request to cease withholding of labor organization or union dues or fees be submitted to the employer,. Requires the employer to provide electronic notification of the employee's decision to the labor organization or union.
2. Requires the labor organization or union in which the employee has membership to notify the employee of his right to cease payment of member dues or fees.
3. Provides that the labor organization or union has the burden of proof to notify the employee of his right to withhold payment of member dues or fees.
4. Specifies that all withholding authorizations shall be on the form prescribed by the attorney general.
5. Changes proposed law references from labor organization or union-provided email address to employer-provided email address.
6. Provides that the labor organization or union shall be responsible for any administrative costs incurred from the collection of or the discontinuation of the withholding of dues or fees.
7. Prohibits 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.
8. Adds mass transit employees to the list of individuals exempt from the provisions of proposed law.
9. Makes technical changes.

**DIGEST OF THE SENATE BILL AS RETURNED TO THE SENATE**

SB 312 Reengrossed

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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 labor organization or union shall have the burden of proof to meet this requirement.

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 provides that if the employee does not possess an employer-provided email address, then the employer may use other means it deems appropriate to confirm the authorization.

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) and (F))

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