

CONFERENCE COMMITTEE REPORT

SB 312

2026 Regular Session

Talbot

May 29, 2026

To the Honorable President and Members of the Senate and to the Honorable Speaker and Members of the House of Representatives.

Ladies and Gentlemen:

We, the conferees appointed to confer over the disagreement between the two houses concerning Senate Bill No. 312 by Senator Talbot, recommend the following concerning the Reengrossed bill:

1. That House Committee Amendments No. 1 through 13, 15 through 22, and 25 proposed by the House Committee on Labor and Industrial Relations on May 20, 2026, and adopted by the House of Representatives on May 26, 2026, be adopted.
2. That House Committee Amendments No. 14, 23, and 24 proposed by the House Committee on Labor and Industrial Relations on May 20, 2026, and adopted by the House of Representatives on May 26, 2026, be rejected.
3. That the following amendments to the reengrossed bill be adopted:

AMENDMENT NO. 1

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

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

AMENDMENT NO. 2

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

"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.

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

Respectfully submitted,

Senators:

Representatives:

Senator Kirk Talbot

Representative Michael Melerine

Senator Eddie J. Lambert

Representative Raymond J. Crews

Senator Alan Seabaugh

Representative Michael Charles Echols

The legislative 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)]

CONFERENCE COMMITTEE REPORT DIGEST

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Keyword and summary of the bill as proposed by the Conference Committee

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

Report adopts House amendments to:

1. Require that an electronic request to cease withholding of labor organization or union dues or fees be submitted to the employer, and requires the employer to provide electronic notification of the employee's decision to the labor organization or union.
2. Require 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. Provide 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. Specify that all withholding authorizations be made on the form prescribed by the attorney general.
5. Change proposed law references from labor organization or union-provided email address to employer-provided email address.
6. 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.
7. Add mass transit employees to the list of individuals exempt from the provisions of proposed law.
8. Make technical changes.

Report rejects House amendments which would have:

1. Provided that the labor organization or union is responsible for any administrative costs incurred from the collection or discontinuation of the withholding of dues or fees.

Report amends the bill to:

1. Provide that the labor organization or union is responsible for any demonstrative administrative costs incurred from the collection or discontinuation of the withholding of dues or fees.

Digest of the bill as proposed by the Conference Committee

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 will 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 has the burden of proof to meet this requirement.

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 is responsible for all demonstrative 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))