

2024 Regular Session

HOUSE BILL NO. 572

BY REPRESENTATIVE CREWS

LABOR/COLLECTIVE BARGAIN: Prohibits collective bargaining for public officers and employees

1 AN ACT

2 To amend and reenact R.S. 23:984(D) and to enact R.S. 23:984(E) and (F), relative to
3 collective bargaining; to prohibit collective bargaining agreements for public officers
4 and employees; to provide for exceptions; and to provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:984(D) is hereby amended and reenacted and R.S. 23:984(E) and
7 (F) are hereby enacted to read as follows:

8 §984. Certain agreements declared illegal; governmental interference prohibited;
9 policy

10 * * *

11 D. No state, parish, city, town, or governmental body shall be vested with
12 or possess any authority to recognize any labor union or other employee association
13 as a bargaining or meet and confer agent of any public officers or employees, or to
14 collectively bargain, meet and confer, or enter into any collective bargaining contract
15 or memorandum of understanding that outlines terms and conditions of employment
16 with any such union or association or its agents with respect to any matter relating
17 to the public officer's or employee's employment or service.

18 E. The provisions of this Section shall not apply to law enforcement and
19 firefighter services.

1 F. For the purposes of this Section:

2 (1) "Employer" means a person, association, or legal or commercial entity
3 receiving services from an employee and, in return, giving compensation of any kind
4 to such employee.

5 (2) "Federal labor laws" means the National Labor Relations Act and the
6 Labor Management Relations Act, hereinafter collectively referred to as "the Acts",
7 presidential executive orders issued relating to labor/management or
8 employee/employer issues and the United States Constitution as amended and as
9 construed by the federal courts. The rights protected under the federal labor laws
10 include but are not limited to:

11 (a) An employer's or employee's right to express views on unionization and
12 any other labor relations issues to the full extent allowed by the First Amendment of
13 the United States Constitution and Section 8(c) of the National Labor Relations Act.

14 (b) An employer's right to demand, and an employee's right to participate in,
15 a secret ballot election under the Acts, including without limitation, the full
16 procedural protections afforded by the Acts for defining the unit, conducting the
17 election campaign and election, and making any challenges or objections thereto.

18 (c) An employer's right to not release employee information to the maximum
19 extent allowed by the Acts.

20 (d) An employee's right to maintain the confidentiality of his ~~or her~~
21 employee information to the maximum extent allowed by the Acts.

22 (e) An employer's right to restrict access to its property or business to the
23 maximum extent allowed by the Acts.

24 (3) "Governmental body" means any local government or its subdivision,
25 including but not limited to cities, parishes, municipalities, and any public body,
26 agency, board, commission or other governmental, quasi governmental, or quasi
27 public body or any body that acts or purports to act in a commercial, business,
28 economic development, or like capacity of local government or its subdivision.

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)]

HB 572 Engrossed

2024 Regular Session

Crews

Abstract: Prohibits collective bargaining agreements for public officers and employees.

Proposed law prohibits a state, parish, city, town, or governmental body from recognizing any labor union or other employee association as a bargaining or meet and confer agent of any public officers or employees, or to collectively bargain, meet and confer, or enter into any collective bargaining contract or memorandum of understanding that outlines terms and conditions of employment with any labor union or association or its agents with respect to any matter relating to the public officer's or employee's employment or service.

Present law defines "employer", "federal labor laws", and "governmental body".

Proposed law retains present law.

Proposed law exempts law enforcement and firefighter services to the applicability of proposed law.

(Amends R.S. 23:984(D); Adds R.S. 23:984(E) and (F))

Summary of Amendments Adopted by House

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

1. Make a technical change.