RÉSUMÉ DIGEST

ACT 756 (SB 312) **2026 Regular Session** **Talbot**

Existing 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.

Existing law requires 50 or more teachers or other employees or 10% of the total number of employees, including teachers, whichever is fewer, to request the withholding in writing before deductions are made from the earnings of teachers or other employees.

Existing law requires teacher and other employee withholdings to be remitted to the designated organization regularly.

New law retains existing 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.

New law requires the employer to immediately provide electronic notification of the employee's decision.

New 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.

New law requires the employer to cease withholding dues or fees from the employee's wages if the employer receives notification of the cessation and provides that the employee will not accrue any further debt to the labor organization or union.

New law provides that a teacher's or other employee's right to stop deducting earnings for the payment of dues cannot be waived.

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

New law requires the labor organization or union to notify the employee of his right to cease payment of his dues or fees.

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

New 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.

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

New law exempts law enforcement, mass transit employees, and firefighters from the provisions of new law.

Effective August 1, 2026.

(Amends R.S. 42:457; adds R.S. 17:438 (E) and (F))