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## DIGEST

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HB 572 Original

2020 Regular Session

Charles Owen

**Abstract:** Provides relative to teachers' and other school employees' resignation from labor organizations.

Present law provides that any teacher or other employee of a parish or city school board may authorize his employing school board to deduct and withhold from his earnings a specific amount from his pay check as designated.

Proposed law provides that any teacher or other employee of a parish or city school board may authorize in the manner provided by proposed law. Otherwise, proposed law retains present law.

Present law provides that present law shall not apply to a city or parish school board operating under the terms of a collective bargaining agreement.

Proposed law provides that teachers or other employees shall have the right to immediately cease withholding all labor organizations dues from their wages at any time upon the submission of a written or email request to his school board. Proposed law further provides that upon receipt of a request, the school board shall immediately provide written or email notification to the school board of the teacher's or other employee's decision.

Proposed law requires the labor organization to cease withholding of dues out of the teacher's or other employee's wages. Proposed law further provides that the teacher or other school employee will not accrue any further debt.

Proposed law provides that all authorizations must contain a teacher's or other employee's full name, position, employee, organization, and signature. Further, all authorizations must be submitted to their school board. Proposed law provides that before starting any deductions, the school board must confirm the authorization by emailing the teacher's or other employee's school board at his employer-provided email address and the school board must await confirmation.

Present law provides that pursuant to a collective bargaining agreement with a duly designated or certified labor organization for the payment of union dues, fees, or assessments.

Proposed law retains present law and further states in the manner authorized by proposed law.

Proposed law provides that an employee shall have the right to immediately cease withholding all labor organizations dues from his wages at any time upon the submission of a written or email

request to his employer. Proposed law further provides that upon receipt of a request, the employer shall immediately provide written or email notification to the labor organization of the employee's decision.

Proposed law requires the labor organization to cease withholding of dues out of the employee's wages. Proposed law further provides that the employee will not accrue any further debt.

Proposed law provides that all authorizations shall be on a form prescribed by the employer and contain a statement in 14-point boldface font, which contains the following statement: "I am aware that I have a First Amendment right, as recognized by the U.S. Supreme Court, to refrain from joining and paying dues to a labor organization. I further realize that membership and payment of dues are voluntary and that I may not be discriminated against for my refusal to join or financially support a labor organization. I authorize my employer to deduct union dues from my salary in the amounts specified in accordance with my organization's bylaws. I understand that I may revoke this authorization at any time."

Proposed law provides public employees shall have the right to immediately cease withholding all labor organizations dues from their wages at any time upon the submission of a written or email request to his employer. Proposed law further provides that upon receipt of a request, the employer shall immediately provide written or email notification to the labor organization of the employee's decision.

Proposed law requires the labor organization to cease withholding of dues out of the public employee's wages. Proposed law further provides that the public employee will not accrue any further debt.

Proposed law provides for severability.

(Amends R.S. 17:438(A) and (D), R.S. 23:890(F)(1), 42:456(A)(1), 457, 457.1; and Adds R.S. 17:438(E) and R.S. 42:457.2)