



year, require annual renewal to remain effective, and that any prior authorizations for deductions are deemed invalid.

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 requires the employer to provide written or electronic notification on an annual basis at minimum advising the employee of his right to cease payment of membership dues and to withdraw membership from the association.

Proposed law requires salary deduction authorizations to be made on a form prescribed by the employer that contains a statement advising the employee of his rights to not join or pay dues to a labor organization and to revoke the authorization at any time.

Proposed law requires salary deduction authorizations to be submitted to the employer and to contain the employee's full name, position, employee organization, and signature.

Proposed law provides that an employer cannot deduct any portion of an employee's salary for purposes of payment of labor organization dues without emailed receipt of confirmation of the employee's authorization from the employee's employer-provided email address. Further provides that if the employee does not have an employer-provided email address the employer may use other means it deems appropriate to confirm the authorization.

Proposed law provides that no state or local governmental officer, agent, or governing body shall be vested with or otherwise possess any authority to recognize 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 union or association or its agents with respect to any matter relating to them or their employment or service.

Effective August 1, 2024.

(Amends R.S. 42:456(A)(1), 457, and 457.1; adds R.S. 42:456(C))