

---

## 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 712 Original

2024 Regular Session

Crews

**Abstract:** Allows teachers or other employees from certain governing bodies to withdraw from paying labor organization dues and to prohibit the collection of membership dues for political activities.

Proposed law requires a labor organization that requests to collect membership dues or salary deductions from a state, public, school board, or any other governmental agency employee to certify to the appropriate governmental entity that none of the membership dues will be used for political activity. Proposed law further requires, at the end of each calendar year, for a labor organization to provide a detailed breakdown of the expenditure of membership dues collected.

Proposed law provides that any labor organization that fails to provide the required certifications, reports expenditures for political activity, or files false information about political activity in any of its reports shall be permanently barred from arranging for the collection of its membership dues.

Proposed law provides that upon submission of a written or email request to a state, parish, city, local school board, or any other governmental agency, herein referred to as "the agency", an employee shall have the right to immediately cease the withholding of association dues from his wages. Proposed law further provides that upon receipt of a request, the agency shall immediately send written or email notification of the employee's decision to the organization.

Proposed law provides that the organization shall cease any withholding of dues from the employee's wages. Proposed law further provides that the employee will not accrue any further debt.

Proposed law provides that the employee's right to immediately resign and immediately end any financial obligation to an association shall not be waived.

Proposed law provides that all authorizations for association dues shall not exceed one year; and that all authorizations shall be renewed annually in order to be effective. Proposed law further provides that any prior authorizations for association dues are deemed invalid.

Proposed law provides that the requirements of proposed law do not affect any collective bargaining agreement currently in effect. Proposed law further provides that the terms of the collective bargaining agreement shall remain valid until the adoption of a new collective bargaining agreement or modification, extension, or alteration of an existing bargaining agreement pursuant to proposed law occurs.

Proposed law provides that the agency shall notify the employee of his right to cease payment of association dues. Proposed law further provides that the agency shall provide written or email notification, at least annually, to the employee to inform him that he can withdraw from the association.

Proposed law provides that all authorizations shall be on a form prescribed by the employer and contain the following statement in fourteen-point boldface font.

"The state of La. wishes to inform you that you have a 1<sup>st</sup> Amendment right to join or refrain from joining and paying dues to an association. Membership and payment of dues are voluntary and you may not be discriminated against for your decision or your refusal to join or financially support an association. You may authorize your employer to deduct association dues from your salary in the amounts specified in accordance with an association's bylaws. You may revoke this authorization at any time."

Proposed law provides that the employer shall confirm the authorization by emailing the employee at his employer-provided email address or, if he does not have an employer-provided email, by other means the employer deems appropriate.

Proposed law prohibits a state, parish, city, town, or governmental officer, agent, or governing 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 the labor union or association or its agents with respect to any matter relating to the public officer's or employee's employment or service.

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

(Amends R.S. 17:438(C) and (D); Adds R.S. 17:438(E)-(H))