

---

**HOUSE COMMITTEE AMENDMENTS**

2024 Regular Session

Amendments proposed by House Committee on Labor and Industrial Relations to Original House Bill No. 712 by Representative Crews

---

1 AMENDMENT NO. 1

2 On page 1, delete line 2 in its entirety and insert in lieu thereof the following:

3 "To amend and reenact R.S. 42:457 and to enact R.S. 17:438(E) and (F),"

4 AMENDMENT NO. 2

5 On page 1, delete lines 4 and 6 in their entirety and insert the following:

6 "organizations for teachers or other school employees; to provide for the  
7 resignation from labor organization and union dues for public employees; to provide  
8 for reporting requirements; and to provide for related matters."

9 AMENDMENT NO. 3

10 On page 1, delete lines 8 and 9 in their entirety and insert in lieu thereof the following:

11 "Section 1. R.S.17:438(E) and (F) are hereby enacted to read as follows:"

12 AMENDMENT NO. 4

13 On page 1, delete lines 12 through 20 in their entirety

14 AMENDMENT NO. 5

15 Delete page 2 in its entirety

16 AMENDMENT NO. 6

17 On page 3, line 1, change "F.(1)" to "E.(1)"

18 AMENDMENT NO. 7

19 On page 3, delete lines 22 through 29 in their entirety

20 AMENDMENT NO. 8

21 On page 4, line 1, change "H." to "F."

22 AMENDMENT NO. 9

23 On page 4, after line 2, add the following:

24 "Section 2. R.S. 42:457 is hereby amended and reenacted to read as follows:

25 §457. Union dues

26 A. Any state, parish, or city employee may authorize his employing  
27 department, board, or agency to withhold from his salary a specific amount for such  
28 pay periods as may be designated, for payment of his dues to any labor organization  
29 to which he belongs and which he designates therein. In such cases, the employee  
30 must voluntarily execute and furnish to the employing department, board, or agency  
31 a written and specific authorization for such deductions; however, the employing  
32 authority may elect whether or not to make such deductions. Any amount withheld  
33 in accordance with the provisions of this Section shall be remitted on a regularly  
34 scheduled basis as prescribed by rules promulgated by the Division of

1 Administration and administered by the state payroll office to the organization  
2 designated.

3 B.(1) Upon the submission of a written or electronic request to the employer,  
4 the employee shall have the right to immediately cease the withholding of dues from  
5 his wages. Upon receipt of a request to withhold, the employer shall immediately  
6 provide written or electronic notification to the labor organization or union of the  
7 employee's decision.

8 (2) Upon receipt of the notification provided for in Paragraph (1) of  
9 Subsection, the employer shall cease any withholding of dues from the employee's  
10 wages and the employee shall not accrue any further debt to the labor organization  
11 or union. The employee's right to immediately discontinue any financial obligation  
12 to the labor organization or union shall not be waived.

13 (3) All authorizations for use of salary deductions for payment of labor  
14 organization or union dues shall not exceed one year in duration and shall be  
15 annually renewed in order to remain effective. Any prior authorization for  
16 deductions for payment of association dues shall be deemed invalid.

17 (4) This Section shall apply prospectively to any new collective bargaining  
18 agreement or contract that is entered into or any existing collective bargaining  
19 agreement that is modified, extended, or otherwise affected by a new or modified  
20 memorandum of understanding.

21 C.(1) The employer shall provide written or electronic notification on an  
22 annual basis, at a minimum, advising the employee of his right to cease payment of  
23 association dues and to withdraw membership from the labor organization or union.

24 (2) All authorizations shall be on a form prescribed by the employer  
25 containing the following statement in fourteen-point boldface font:

26 "The state of Louisiana wishes to inform you that you have a First  
27 Amendment right to join or refrain from joining and paying dues to a labor  
28 organization. Membership and payment of dues are voluntary and you may not be  
29 discriminated against for your decision or your refusal to join or financially support  
30 a labor organization. You may authorize your employer to deduct labor organization  
31 dues from your salary in the amount specified in accordance with the labor  
32 organization's bylaws. You may revoke this authorization at any time."

33 (3)(a) All authorizations shall be submitted to the employer and contain the  
34 employee's full name, position, employee organization, and signature.

35 (b) The employer shall not deduct any portion of an employee's salary for  
36 purposes of payment of labor organization or union dues without emailed receipt of  
37 confirmation of the employee's authorization from the employee's employer-  
38 provided email address. If the employee does not have an employer-provided email  
39 address the employer may use other means it deems appropriate to confirm the  
40 authorization.

41 D. No state or local governmental officer, agent, or governing body shall be  
42 vested with or otherwise possess any authority to recognize any labor union or other  
43 employee association as a bargaining or meet-and-confer, or enter into any collective  
44 bargaining contract or memorandum of understanding that outlines terms and  
45 conditions of employment with any union or association or its agents with respect  
46 to any matter relating to them or their employment or service.

47 Section 3. The provisions of R.S. 42:457(B)(4) shall become applicable after  
48 August 1, 2024, for any new collective bargaining agreement or contract that is  
49 entered into or any existing collective bargaining agreement that is modified,  
50 extended, or otherwise affected by a new or modified memorandum of  
51 understanding."