



LEGISLATIVE FISCAL OFFICE
Fiscal Note

Fiscal Note On: **HB 293** HLS 25RS 742
Bill Text Version: **REENGROSSED**
Opp. Chamb. Action:

Proposed Amd.:
Sub. Bill For.:

Date: May 6, 2025	7:26 PM	Author: MELERINE
Dept./Agy.: Education/Statewide		
Subject: Withdrawal from withholding of labor organization dues/fees		Analyst: Julie Silva

LABOR RE SEE FISC NOTE LF EX Page 1 of 1

Provides relative to the resignation from labor organization dues or fees for teachers and other school employees and public employees

Proposed legislation provides that upon written or electronic request to an employer, teachers and other school employees, except those working for city and parish school boards operating under the terms of a collective bargaining agreement applicable to teachers, have the right to immediately end withholding of labor organization or union dues. Requires an employer to then provide notification on behalf of the employee to the labor organization or union impacted. Proposed legislation additionally limits any authorization of salary deductions for payment of labor organization of union dues to one year. Proposed legislation requires school boards, or any other governmental agency, to notify employees of their right to cease payment of member organization fees or dues annually via email. Proposed law additionally applies these requirements to all state, parish, and city employees, except law enforcement and firefighters. Applicable after August 1, 2025 for any new collective bargaining agreement or contract entered into, or any existing collective bargaining agreement or contract that is modified, extended, or otherwise affected by a new or modified memorandum of understanding.

EXPENDITURES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Local Funds	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Annual Total						

REVENUES	2025-26	2026-27	2027-28	2028-29	2029-30	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	SEE BELOW	
Annual Total						

EXPENDITURE EXPLANATION

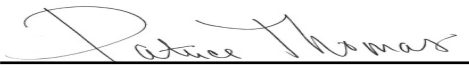
There is no anticipated direct material effect on state governmental expenditures as a result of this measure. The Office of State Uniform Payroll (OSUP) reports any increase in workload for the agency to collaborate with state human resources offices and labor organizations and unions can be performed by existing staff using existing resources.

Workload increases are also anticipated for the staff of human resource offices statewide who are charged with managing payroll deductions, processing any requests to end the withholding of labor organization or union dues or fees, providing notices to employees annually regarding the changes in proposed legislation, and following up on deduction requests received from employees to ensure accuracy in payments. Similar impacts are expected for local school board human resources offices. The LFO assumes any increase in workload for these offices will be minimal and would not result in an increase in expenditures; however, in the event this workload does increase expenditures, which could impact multiple means of financing but is reflected as local funds in this note, the labor organization or union is responsible for reimbursement of any administrative costs incurred from the collection of labor organization dues or fees or from an employee opting out of the collection of labor organization dues or fees.

Note: If a notice from the US Department of Labor is received notifying an employer that the protective arrangement covering mass transit employees does not meet federal requirements of eligibility for Federal Transit Administration funding, an employer may petition the Louisiana Workforce Commission who may waive the requirements of proposed law.

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure; however, to the extent a governmental organization incurs and is reimbursed for expenditures associated with the provisions of proposed legislation, revenues may increase. This may impact multiple means of financing, but reflected as local funds in this note.

<u>Senate</u>	<u>Dual Referral Rules</u>	<u>House</u>	
<input type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}		<input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}	
<input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}		<input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}	 Patrice Thomas Deputy Fiscal Officer