

Legislative Analysis



PROHIBIT COLLECTION OF UNION DUES BY A PUBLIC SCHOOL EMPLOYER

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House Bill 4929

Sponsor: Rep. Joe Haveman

Committee: Oversight, Reform, and Ethics

Complete to 9-12-11

A SUMMARY OF HOUSE BILL 4929 AS INTRODUCED 9-8-11

The bill would amend the Public Employment Relations Act (PERA), which deals with labor organizations and collective bargaining for public employees, to prohibit the collection of union dues by a public school employer.

Specifically, the bill would say that *a public school employer's use of public school resources to assist a labor organization in collecting dues or service fees from wages of public school employees is a prohibited contribution to the administration of a labor organization.*

The bill specifies that if a collective bargaining agreement requiring the collection of dues or service fees is in effect on the bill's effective date, then this prohibition would not go into effect until that agreement expires, or is terminated, extended, or renewed.

[The law now lists a number of actions that public employers and labor organizations are prohibited from engaging in. House Bill 4929 would retain those prohibitions, but delete the language that *"it shall be unlawful"* to take such actions. Instead, the bill specifies that public employers and labor organizations *"shall not do"* any of these things.]

MCL 423.210

FISCAL IMPACT:

The bill would have no significant fiscal impact on school districts. Individual school districts would likely only see a minimal savings from this change. The process for payroll deductions for union dues and service fees is largely automated, so there is very little work school districts must go through on a regular basis. Moreover, some collective bargaining agreements provide that the union is to reimburse (at least in part) the school district for administering a payroll deduction. There could be some initial work, if the bill were enacted, to process that change, but any ongoing savings would be minimal.

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