



Colorado Legislative Council Staff Fiscal Note

NO FISCAL IMPACT

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Prime Sponsor(s): Rep. Becker

Bill Status: House Education

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TITLE: CONCERNING PUBLIC SCHOOL EMPLOYEES' PARTICIPATION IN LABOR ORGANIZATIONS.

Summary of Legislation

This bill permits an employee of a public school to request an automatic payroll deduction, or cancel an existing deduction, for dues paid to a labor organization. Employers have 30 days following a written request from an employee to either activate or cancel the automatic payroll deduction. An employer may not enter into a collective bargaining agreement requiring automatic payroll deduction of dues unless the withholding is subject to written authorization by the employee.

A labor organization that receives dues via an automatic payroll deduction must provide the employee with annual written financial information that discloses how the dues were spent. The bill also permits an employee to join or quit the labor organization at any time. Employers and labor organizations are prohibited from placing time restrictions on an employee's choice to join or end membership in the labor organization. The bill takes effect August 8, 2012, assuming the General Assembly adjourns on May 9, 2012, as scheduled, and no referendum petition is filed. The provisions of the bill apply to agreements entered into after the effective date.

Assessment

This bill will not impact the revenue or expenditures of any state agency. Some, but not all, school districts already have an existing process allowing an employee to activate or cancel a payroll deduction at any time. There is no administrative cost for school districts to activate or cancel payroll deductions at the request of employees, and for this reason the bill is assessed as having no fiscal impact.

Departments Contacted

Education