

**STATE and LOCAL
FISCAL IMPACT**

Drafting Number: LLS 13-0602
Prime Sponsor(s): Sen. Marble
 Rep. Everett

Date: February 8, 2013
Bill Status: Senate SVMA
Fiscal Analyst: Jonathan Senft (303-866-3523)

TITLE: CONCERNING EMPLOYER REVOCATION PERIODS FOR PUBLIC EMPLOYEES' LABOR ORGANIZATIONS.

Fiscal Impact Summary	FY 2013-2014	FY 2014-2015
State Revenue		
State Expenditures		
FTE Position Change		
Effective Date: August 7, 2013, if the General Assembly adjourns on May 8, 2013, as scheduled, and no referendum petition is filed.		
Appropriation Summary for FY 2013-2014: None required.		
Local Government Impact: See Local Government, School District and Statutory Public Entity Impact section.		

Summary of Legislation

This bill requires to employers to commence or cease making wage deductions for labor organization dues within 30 days after an employee's request. Any labor organization that collects dues from an employee's wage deduction must disclose in writing how the dues are spent. The bill also requires that an employer obtain written authorization from the employee in order to deduct labor organization dues. Finally, the bill allows any employee to join or quit a labor organization at any time.

State Expenditures

For FY 2013-14 and beyond, this bill will increase expenditures by a minimal amount, within the Department of Labor and Employment (CDLE). Because this is a labor issue, CDLE may face a small increase in correspondence to explain this change, and any issues arising from it. This bill could also increase or decrease costs for the Departments of Personnel and Transportation, as well as institutions of Higher Education, to collect and remit these dues. In the event these entities already withhold dues, this bill may decrease costs. These costs are also expected to be minimal.

Local Government, School District and Statutory Public Entity Impact

For FY 2012-13 and beyond, local government, school district, and statutory public entity expenditures may increase or decrease by a minimal amount, depending on their employee's wishes. To the extent these employees commence or cease wage deductions, these bodies will increase or decrease administrative costs related to the withholding of labor organization dues from wages.

Pursuant to Section 22-32-143, C.R.S., as specified by House Bill 11-1277, school districts and Boards of Cooperative Educational Services (BOCES) may submit estimates of fiscal impacts within seven days of a bill's introduction. As of the date of this fiscal note, no summaries of fiscal impacts were submitted by districts or BOCES for this bill. If summaries of fiscal impacts are submitted by districts or BOCES in the future, they will be noted in subsequent revisions to the fiscal note and posted at this address: <http://www.colorado.gov/lcs>

Departments Contacted

Counties
Law

Education
Local Affairs

Labor
Municipalities