

**FINAL  
FISCAL NOTE**

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

**Date:** July 17, 2013  
**Bill Status:** Postponed Indefinitely  
**Fiscal Analyst:** Jonathan Senft (303-866-3523)

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

<b>Fiscal Impact Summary</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>
<b>State Revenue</b>		
<b>State Expenditures</b>		
<b>FTE Position Change</b>		
<b>Effective Date:</b> The bill was postponed indefinitely by the Senate State, Veterans, and Military Affairs Committee on February 27, 2013.		
<b>Appropriation Summary for FY 2013-2014:</b> None required.		
<b>Local Government Impact:</b> 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