

1                                   **LABOR ORGANIZATIONS AMENDMENTS**

2   2007 GENERAL SESSION

3   STATE OF UTAH

4                                   **Chief Sponsor: Howard A. Stephenson**

5                                   House Sponsor: Gregory H. Hughes

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7 **LONG TITLE**

8 **General Description:**

9           This bill modifies the Labor in General title by amending provisions related to  
10 employee payroll deductions for labor organizations and provisions related to collective  
11 bargaining on behalf of public employees.

12 **Highlighted Provisions:**

13           This bill:

- 14           ▶ requires that only an employee can submit a written request to an employer to have
- 15 payroll deductions made to pay union dues;
- 16           ▶ provides for the prompt commencement and ceasing of deductions upon request;
- 17           ▶ prohibits an employee who requests to have payroll deductions made to pay union
- 18 dues from being required to continue the payments for any set period or total
- 19 amount; and
- 20           ▶ makes technical changes.

21 **Monies Appropriated in this Bill:**

22           None

23 **Other Special Clauses:**

24           None

25 **Utah Code Sections Affected:**

26 AMENDS:

27           **34-32-1**, as last amended by Chapter 220, Laws of Utah 2004



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*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **34-32-1** is amended to read:

**34-32-1. Assignments to labor unions -- Restrictions -- Effect.**

(1) As used in this section:

(a) "Employee" means a person employed by any person, partnership, public, private, or municipal corporation, school district, the state, or any political subdivision of the state.

(b) "Employer" means the person or entity employing an employee.

(c) (i) "Labor organization" means a lawful organization of any kind that is composed, in whole or in part, of employees, and that exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or other terms and conditions of employment.

(ii) Except as provided in Subsection (1)(c)(iii), "labor organization" includes each employee association and union for employees of public and private sector employers.

(iii) "Labor organization" does not include organizations governed by the National Labor Relations Act, 29 U.S.C. Sec. 151 et seq. or the Railroad Labor Act, 45 U.S.C. Sec. 151 et seq.

(d) "Union dues" means dues, fees, monies, or other assessments required as a condition of membership or participation in a labor organization.

(2) (a) An employee may direct an employer, in writing, ~~[that an employer]~~ to deduct from the employee's wages a specified sum for union dues ~~[, not to exceed 3% per month,]~~ to be paid to a labor organization designated by the employee~~[-]~~ if:

(i) the amount deducted per month does not exceed 3% of the employee's monthly wages;

(ii) the employer promptly begins making deductions for union dues from the wages of the employee for the benefit of a labor organization when the employer receives a written communication from the employee directing that deductions begin; and

(iii) the employee is not under any agreement, contract, or obligation to continue payments or contributions to the labor organization:

(A) for any set period in excess of one month; or

(B) in a total amount exceeding the limit specified under this Subsection (2).

59 (b) (i) An employer shall promptly cease making deductions for union dues from the  
60 wages of an employee for the benefit of a labor organization when the employer receives a  
61 written communication from the employee directing that the deductions cease.

62 (ii) An employee's request that the employer cease making deductions shall not be  
63 conditioned upon the labor organization's:

64 (A) receipt of advance notice of the request; or

65 (B) prior consent to cessation of the deductions.

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**Legislative Review Note**  
as of 1-22-07 10:47 AM

**Office of Legislative Research and General Counsel**

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**S.B. 159 - Labor Organizations Amendments**

**Fiscal Note**

2007 General Session

State of Utah

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**State Impact**

Enactment of this bill will not require additional appropriations.

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**Individual, Business and/or Local Impact**

Enactment of this bill likely will not result in direct, measurable costs and/or benefits for individuals, businesses, or local governments.

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*1/24/2007, 2:42:10 PM, Lead Analyst: Eckersley, S.*

**Office of the Legislative Fiscal Analyst**