

By: Representatives Ketchings, Robertson

To: Labor

HOUSE BILL NO. 104

1 AN ACT TO PROVIDE THAT LABOR UNIONS SHALL FURNISH CERTAIN
 2 REPORTS TO EMPLOYEES CONCERNING HOW THEIR UNION DUES WERE SPENT;
 3 TO REQUIRE LABOR UNIONS TO RECEIVE ANNUAL, UP-FRONT, WRITTEN
 4 PERMISSION FROM EACH INDIVIDUAL WORKER BEFORE SPENDING HIS OR HER
 5 DUES FOR POLITICAL OR OTHER NONCOLLECTIVE BARGAINING PURPOSES; TO
 6 PROVIDE THAT EMPLOYEES WHO DID NOT PROVIDE SUCH WRITTEN PERMISSION
 7 MAY WITHHOLD PAYMENT OR RECEIVE REFUNDS OF THE PORTION OF THE
 8 UNION DUES SPENT ON NONCOLLECTIVE BARGAINING ACTIVITIES; AND FOR
 9 RELATED PURPOSES.

10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

11 **SECTION 1.** (1) Each labor union shall furnish employees who
 12 are either dues-paying members of the labor union or dues-paying
 13 nonmembers of the labor union with an annual, independent audit
 14 report as to how such dues were spent by the labor union over the
 15 past year.

16 (2) Labor unions must receive annual, up-front, written
 17 permission from each individual worker before spending his or her
 18 dues for political or other noncollective bargaining purposes.
 19 "Noncollective bargaining activities" does not include contract
 20 administration or grievance adjustment activities.

21 (3) If an employee did not provide the permission as
 22 required in subsection (2) of this section, the employee may
 23 withhold payment or receive refunds of the portion of the union
 24 dues spent on noncollective bargaining activities, including
 25 political contributions.

26 (4) For purposes of this section, the term "labor union"
 27 includes an organization or agency that permits its exclusive
 28 bargaining representative and an employer to enter into an
 29 agreement requiring all employees in the bargaining unit to pay
 30 periodic union dues and invitation fees as a condition of



31 continued employment whether or not the employees otherwise wish
32 to become union members.

33 **SECTION 2.** This act shall take effect and be in force from
34 and after July 1, 2002.

