
HOUSE BILL 1845

State of Washington

66th Legislature

2019 Regular Session

By Representative Stokesbary

Read first time 02/01/19. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to deduction of union dues or representation fees
2 for public employees; and amending RCW 28B.52.045, 41.56.110,
3 41.59.060, 41.76.045, 41.80.100, and 47.64.160.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 **Sec. 1.** RCW 28B.52.045 and 2018 c 247 s 1 are each amended to
6 read as follows:

7 (1) ~~((a))~~ A collective bargaining agreement may include ~~((union~~
8 ~~security provisions, but not a closed shop.~~

9 ~~(b) Upon written authorization of an employee within the~~
10 ~~bargaining unit and after the certification or recognition of the~~
11 ~~bargaining unit's exclusive bargaining representative, the employer~~
12 ~~must deduct from the payments to the employee the monthly amount of~~
13 ~~dues as certified by the secretary of the exclusive bargaining~~
14 ~~representative and must transmit the same to the treasurer of the~~
15 ~~exclusive bargaining representative.~~

16 ~~(c) If the employer and the exclusive bargaining representative~~
17 ~~of a bargaining unit enter into a collective bargaining agreement~~
18 ~~that:~~

19 ~~(i) Includes a union security provision authorized under (a) of~~
20 ~~this subsection, the employer must enforce the agreement by deducting~~
21 ~~from the payments to bargaining unit members the dues required for~~

1 membership in the exclusive bargaining representative, or, for
2 nonmembers thereof, a fee equivalent to the dues; or

3 (ii) Includes requirements for deductions of payments other than
4 the deduction under (c)(i) of this subsection, the employer must make
5 such deductions upon written authorization of the employee.

6 (2) An employee who is covered by a union security provision and
7 who asserts a right of nonassociation based on bona fide religious
8 tenets or teachings of a church or religious body of which such
9 employee is a member shall pay to a nonreligious charity or other
10 charitable organization an amount of money equivalent to the periodic
11 dues and initiation fees uniformly required as a condition of
12 acquiring or retaining membership in the exclusive bargaining
13 representative. The charity shall be agreed upon by the employee and
14 the employee organization to which such employee would otherwise pay
15 the dues and fees. The employee shall furnish written proof that such
16 payments have been made. If the employee and the employee
17 organization do not reach agreement on such matter, the commission
18 shall designate the charitable organization.) provisions permitting
19 employers to deduct union dues or representation fees from employees
20 that directly authorize the employer to make such deductions,
21 provided that the employer only makes such deductions consistent with
22 the requirements of this section.

23 (2) Authorization to deduct union dues or representation fees
24 must be made directly by an employee to the employer, must be filled
25 out by the employee no less frequently than biannually, and must be
26 on a form submitted to the employer that reads as follows:

27 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

28 By providing the following information and permissions, your
29 employer, (employer name), is authorized to deduct union dues or
30 representation fees. This authorization is valid until the earlier of
31 the end of the current collective bargaining agreement or two years,
32 and may be revoked in writing at any time during the employer's
33 regular business hours. If you choose to revoke this authorization,
34 deductions will cease no later than the end of the month following
35 the revocation.

36 I, (employee name), authorize my employer named above to deduct
37 union dues or representation fees from my earnings to my bargaining
38 representative, (name of employee bargaining representative

1 organization), consistent with the terms of the collective bargaining
2 agreement negotiated by this organization on my behalf.

3 In the event that this authorization, or revocation of
4 authorization, conflicts with any contractual agreement that I have
5 previously made with an employee representative organization, I
6 understand that the conflict is a matter of private contract, and
7 that it is in no way the responsibility of my employer to resolve or
8 intervene in the conflict.

9 (3) At such time as an employee no longer desires association
10 with the bargaining representative, any dues or representation fee
11 authorization may be revoked. The employer must terminate any
12 deductions for which authorization has been revoked in writing no
13 later than the end of the month following the month in which the
14 written revocation of authorization was received.

15 (4) Because it involves the protection of employees' fundamental
16 right to freedom of association under the first amendment to the
17 Constitution of the United States, the employer, through a collective
18 bargaining agreement or otherwise, may not delegate the
19 administration of the authorization process for union dues or
20 representation fees to a private entity. To the extent that an
21 employer utilizes a business agent, such as a payroll, billing
22 service, or accounting firm, the mere administration of
23 authorizations made by an employee to an employer are not prohibited.
24 An employer is similarly prohibited from expending public funds to
25 resolve private contract disputes between employees and employee
26 representative organizations on matters involving union dues or
27 representation fees.

28 **Sec. 2.** RCW 41.56.110 and 2018 c 247 s 2 are each amended to
29 read as follows:

30 ~~(1) ((Upon the written authorization of an employee within the~~
31 ~~bargaining unit and after the certification or recognition of the~~
32 ~~bargaining unit's exclusive bargaining representative, the employer~~
33 ~~shall deduct from the payments to the employee the monthly amount of~~
34 ~~dues as certified by the secretary of the exclusive bargaining~~
35 ~~representative and shall transmit the same to the treasurer of the~~
36 ~~exclusive bargaining representative.~~

1 ~~(2) If the employer and the exclusive bargaining representative~~
2 ~~of a bargaining unit enter into)) A collective bargaining agreement~~
3 ~~((that:~~

4 ~~(a) Includes a union security provision authorized under RCW~~
5 ~~41.56.122, the employer must enforce the agreement by deducting from~~
6 ~~the payments to bargaining unit members the dues required for~~
7 ~~membership in the exclusive bargaining representative, or, for~~
8 ~~nonmembers thereof, a fee equivalent to the dues; or~~

9 ~~(b) Includes requirements for deductions of payments other than~~
10 ~~the deduction under (a) of this subsection, the employer must make~~
11 ~~such deductions upon written authorization of the employee)) may~~
12 ~~include provisions permitting employers to deduct union dues or~~
13 ~~representation fees from employees that directly authorize the~~
14 ~~employer to make such deductions, provided that the employer only~~
15 ~~makes such deductions consistent with the requirements of this~~
16 ~~section.~~

17 (2) Authorization to deduct union dues or representation fees
18 must be made directly by an employee to the employer, must be filled
19 out by the employee no less frequently than biannually, and must be
20 on a form submitted to the employer that reads as follows:

21 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

22 By providing the following information and permissions, your
23 employer, (employer name), is authorized to deduct union dues or
24 representation fees. This authorization is valid until the earlier of
25 the end of the current collective bargaining agreement or two years,
26 and may be revoked in writing at any time during the employer's
27 regular business hours. If you choose to revoke this authorization,
28 deductions will cease no later than the end of the month following
29 the revocation.

30 I, (employee name), authorize my employer named above to deduct
31 union dues or representation fees from my earnings to my bargaining
32 representative, (name of employee bargaining representative
33 organization), consistent with the terms of the collective bargaining
34 agreement negotiated by this organization on my behalf.

35 In the event that this authorization, or revocation of
36 authorization, conflicts with any contractual agreement that I have
37 previously made with an employee representative organization, I
38 understand that the conflict is a matter of private contract, and

1 that it is in no way the responsibility of my employer to resolve or
2 intervene in the conflict.

3 (3) At such time as an employee no longer desires association
4 with the bargaining representative, any dues or representation fee
5 authorization may be revoked. The employer must terminate any
6 deductions for which authorization has been revoked in writing no
7 later than the end of the month following the month in which the
8 written revocation of authorization was received.

9 (4) Because it involves the protection of employees' fundamental
10 right to freedom of association under the first amendment to the
11 Constitution of the United States, the employer, through a collective
12 bargaining agreement or otherwise, may not delegate the
13 administration of the authorization process for union dues or
14 representation fees to a private entity. To the extent that an
15 employer utilizes a business agent, such as a payroll, billing
16 service, or accounting firm, the mere administration of
17 authorizations made by an employee to an employer are not prohibited.
18 An employer is similarly prohibited from expending public funds to
19 resolve private contract disputes between employees and employee
20 representative organizations on matters involving union dues or
21 representation fees.

22 **Sec. 3.** RCW 41.59.060 and 2018 c 247 s 3 are each amended to
23 read as follows:

24 ~~(1) ((Employees shall have the right to self-organization, to~~
25 ~~form, join, or assist employee organizations, to bargain collectively~~
26 ~~through representatives of their own choosing, and shall also have~~
27 ~~the right to refrain from any or all of such activities except to the~~
28 ~~extent that employees may be required to pay a fee to any employee~~
29 ~~organization under an agency shop agreement authorized in this~~
30 ~~chapter.~~

31 ~~(2)(a) Upon written authorization of an employee within the~~
32 ~~bargaining unit and after the certification or recognition of the~~
33 ~~bargaining unit's exclusive bargaining representative, the employer~~
34 ~~must deduct from the payments to the employee the monthly amount of~~
35 ~~dues as certified by the secretary of the exclusive bargaining~~
36 ~~representative and must transmit the same to the treasurer of the~~
37 ~~exclusive bargaining representative.~~

1 ~~(b) If the employer and the exclusive bargaining representative~~
2 ~~of a bargaining unit enter into)) A collective bargaining agreement~~
3 ~~((that:~~

4 ~~(i) Includes a union security provision authorized under RCW~~
5 ~~41.59.100, the employer must enforce the agreement by deducting from~~
6 ~~the payments to bargaining unit members the dues required for~~
7 ~~membership in the exclusive bargaining representative, or, for~~
8 ~~nonmembers thereof, a fee equivalent to the dues; or~~

9 ~~(ii) Includes requirements for deductions of payments other than~~
10 ~~the deduction under (b) (i) of this subsection, the employer must make~~
11 ~~such deductions upon written authorization of the employee)) may~~
12 ~~include provisions permitting employers to deduct union dues or~~
13 ~~representation fees from employees that directly authorize the~~
14 ~~employer to make such deductions, provided that the employer only~~
15 ~~makes such deductions consistent with the requirements of this~~
16 ~~section.~~

17 (2) Authorization to deduct union dues or representation fees
18 must be made directly by an employee to the employer, must be filled
19 out by the employee no less frequently than biannually, and must be
20 on a form submitted to the employer that reads as follows:

21 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

22 By providing the following information and permissions, your
23 employer, (employer name), is authorized to deduct union dues or
24 representation fees. This authorization is valid until the earlier of
25 the end of the current collective bargaining agreement or two years,
26 and may be revoked in writing at any time during the employer's
27 regular business hours. If you choose to revoke this authorization,
28 deductions will cease no later than the end of the month following
29 the revocation.

30 I, (employee name), authorize my employer named above to deduct
31 union dues or representation fees from my earnings to my bargaining
32 representative, (name of employee bargaining representative
33 organization), consistent with the terms of the collective bargaining
34 agreement negotiated by this organization on my behalf.

35 In the event that this authorization, or revocation of
36 authorization, conflicts with any contractual agreement that I have
37 previously made with an employee representative organization, I
38 understand that the conflict is a matter of private contract, and

1 that it is in no way the responsibility of my employer to resolve or
2 intervene in the conflict.

3 (3) At such time as an employee no longer desires association
4 with the bargaining representative, any dues or representation fee
5 authorization may be revoked. The employer must terminate any
6 deductions for which authorization has been revoked in writing no
7 later than the end of the month following the month in which the
8 written revocation of authorization was received.

9 (4) Because it involves the protection of employees' fundamental
10 right to freedom of association under the first amendment to the
11 Constitution of the United States, the employer, through a collective
12 bargaining agreement or otherwise, may not delegate the
13 administration of the authorization process for union dues or
14 representation fees to a private entity. To the extent that an
15 employer utilizes a business agent, such as a payroll, billing
16 service, or accounting firm, the mere administration of
17 authorizations made by an employee to an employer are not prohibited.
18 An employer is similarly prohibited from expending public funds to
19 resolve private contract disputes between employees and employee
20 representative organizations on matters involving union dues or
21 representation fees.

22 **Sec. 4.** RCW 41.76.045 and 2018 c 247 s 4 are each amended to
23 read as follows:

24 (1) ~~((a))~~ A collective bargaining agreement may include ~~((union~~
25 ~~security provisions, but not a closed shop.~~

26 ~~(b) Upon written authorization of an employee within the~~
27 ~~bargaining unit and after the certification or recognition of the~~
28 ~~bargaining unit's exclusive bargaining representative, the employer~~
29 ~~must deduct from the payments to the employee the monthly amount of~~
30 ~~dues as certified by the secretary of the exclusive bargaining~~
31 ~~representative and must transmit the same to the treasurer of the~~
32 ~~exclusive bargaining representative.~~

33 ~~(c) If the employer and the exclusive bargaining representative~~
34 ~~of a bargaining unit enter into a collective bargaining agreement~~
35 ~~that:~~

36 ~~(i) Includes a union security provision authorized under (a) of~~
37 ~~this subsection, the employer must enforce the agreement by deducting~~
38 ~~from the payments to bargaining unit members the dues required for~~

1 membership in the exclusive bargaining representative, or, for
2 nonmembers thereof, a fee equivalent to the dues; or

3 (ii) ~~Includes requirements for deductions of payments other than~~
4 ~~the deduction under (c) (i) of this subsection, the employer must make~~
5 ~~such deductions upon written authorization of the employee.~~

6 (2) ~~A faculty member who is covered by a union security provision~~
7 ~~and who asserts a right of nonassociation based on bona fide~~
8 ~~religious tenets or teachings of a church or religious body of which~~
9 ~~such faculty member is a member shall pay to a nonreligious charity~~
10 ~~or other charitable organization an amount of money equivalent to the~~
11 ~~periodic dues and initiation fees uniformly required as a condition~~
12 ~~of acquiring or retaining membership in the exclusive bargaining~~
13 ~~representative. The charity shall be agreed upon by the faculty~~
14 ~~member and the employee organization to which such faculty member~~
15 ~~would otherwise pay the dues and fees. The faculty member shall~~
16 ~~furnish written proof that such payments have been made. If the~~
17 ~~faculty member and the employee organization do not reach agreement~~
18 ~~on such matter, the dispute shall be submitted to the commission for~~
19 ~~determination) provisions permitting employers to deduct union dues~~
20 ~~or representation fees from employees that directly authorize the~~
21 ~~employer to make such deductions, provided that the employer only~~
22 ~~makes such deductions consistent with the requirements of this~~
23 ~~section.~~

24 (2) Authorization to deduct union dues or representation fees
25 must be made directly by an employee to the employer, must be filled
26 out by the employee no less frequently than biannually, and must be
27 on a form submitted to the employer that reads as follows:

28 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

29 By providing the following information and permissions, your
30 employer, (employer name), is authorized to deduct union dues or
31 representation fees. This authorization is valid until the earlier of
32 the end of the current collective bargaining agreement or two years,
33 and may be revoked in writing at any time during the employer's
34 regular business hours. If you choose to revoke this authorization,
35 deductions will cease no later than the end of the month following
36 the revocation.

37 I, (employee name), authorize my employer named above to deduct
38 union dues or representation fees from my earnings to my bargaining
39 representative, (name of employee bargaining representative

1 organization), consistent with the terms of the collective bargaining
2 agreement negotiated by this organization on my behalf.

3 In the event that this authorization, or revocation of
4 authorization, conflicts with any contractual agreement that I have
5 previously made with an employee representative organization, I
6 understand that the conflict is a matter of private contract, and
7 that it is in no way the responsibility of my employer to resolve or
8 intervene in the conflict.

9 (3) At such time as an employee no longer desires association
10 with the bargaining representative, any dues or representation fee
11 authorization may be revoked. The employer must terminate any
12 deductions for which authorization has been revoked in writing no
13 later than the end of the month following the month in which the
14 written revocation of authorization was received.

15 (4) Because it involves the protection of employees' fundamental
16 right to freedom of association under the first amendment to the
17 Constitution of the United States, the employer, through a collective
18 bargaining agreement or otherwise, may not delegate the
19 administration of the authorization process for union dues or
20 representation fees to a private entity. To the extent that an
21 employer utilizes a business agent, such as a payroll, billing
22 service, or accounting firm, the mere administration of
23 authorizations made by an employee to an employer are not prohibited.
24 An employer is similarly prohibited from expending public funds to
25 resolve private contract disputes between employees and employee
26 representative organizations on matters involving union dues or
27 representation fees.

28 **Sec. 5.** RCW 41.80.100 and 2018 c 247 s 5 are each amended to
29 read as follows:

30 (1) ~~A collective bargaining agreement may ((contain a union~~
31 ~~security provision requiring as a condition of employment the~~
32 ~~payment, no later than the thirtieth day following the beginning of~~
33 ~~employment or July 1, 2004, whichever is later, of an agency shop fee~~
34 ~~to the employee organization that is the exclusive bargaining~~
35 ~~representative for the bargaining unit in which the employee is~~
36 ~~employed. The amount of the fee shall be equal to the amount required~~
37 ~~to become a member in good standing of the employee organization.~~
38 ~~Each employee organization shall establish a procedure by which any~~

1 ~~employee so requesting may pay a representation fee no greater than~~
2 ~~the part of the membership fee that represents a pro rata share of~~
3 ~~expenditures for purposes germane to the collective bargaining~~
4 ~~process, to contract administration, or to pursuing matters affecting~~
5 ~~wages, hours, and other conditions of employment.~~

6 ~~(2) An employee who is covered by a union security provision and~~
7 ~~who asserts a right of nonassociation based on bona fide religious~~
8 ~~tenets, or teachings of a church or religious body of which the~~
9 ~~employee is a member, shall, as a condition of employment, make~~
10 ~~payments to the employee organization, for purposes within the~~
11 ~~program of the employee organization as designated by the employee~~
12 ~~that would be in harmony with his or her individual conscience. The~~
13 ~~amount of the payments shall be equal to the periodic dues and fees~~
14 ~~uniformly required as a condition of acquiring or retaining~~
15 ~~membership in the employee organization minus any included monthly~~
16 ~~premiums for insurance programs sponsored by the employee~~
17 ~~organization. The employee shall not be a member of the employee~~
18 ~~organization but is entitled to all the representation rights of a~~
19 ~~member of the employee organization.~~

20 ~~(3) (a) Upon written authorization of an employee within the~~
21 ~~bargaining unit and after the certification or recognition of the~~
22 ~~bargaining unit's exclusive bargaining representative, the employer~~
23 ~~must deduct from the payments to the employee the monthly amount of~~
24 ~~dues as certified by the secretary of the exclusive bargaining~~
25 ~~representative and must transmit the same to the treasurer of the~~
26 ~~exclusive bargaining representative.~~

27 ~~(b) If the employer and the exclusive bargaining representative~~
28 ~~of a bargaining unit enter into a collective bargaining agreement~~
29 ~~that:~~

30 ~~(i) Includes a union security provision authorized under~~
31 ~~subsection (1) of this section, the employer must enforce the~~
32 ~~agreement by deducting from the payments to bargaining unit members~~
33 ~~the dues required for membership in the exclusive bargaining~~
34 ~~representative, or, for nonmembers thereof, a fee equivalent to the~~
35 ~~dues; or~~

36 ~~(ii) Includes requirements for deductions of payments other than~~
37 ~~the deduction under (b) (i) of this subsection, the employer must make~~
38 ~~such deductions upon written authorization of the employee.~~

39 ~~(4) Employee organizations that before July 1, 2004, were~~
40 ~~entitled to the benefits of this section shall continue to be~~

1 entitled to these benefits)) include provisions permitting employers
2 to deduct union dues or representation fees from employees that
3 directly authorize the employer to make such deductions, provided
4 that the employer only makes such deductions consistent with the
5 requirements of this section.

6 (2) Authorization to deduct union dues or representation fees
7 must be made directly by an employee to the employer, must be filled
8 out by the employee no less frequently than biannually, and must be
9 on a form submitted to the employer that reads as follows:

10 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

11 By providing the following information and permissions, your
12 employer, (employer name), is authorized to deduct union dues or
13 representation fees. This authorization is valid until the earlier of
14 the end of the current collective bargaining agreement or two years,
15 and may be revoked in writing at any time during the employer's
16 regular business hours. If you choose to revoke this authorization,
17 deductions will cease no later than the end of the month following
18 the revocation.

19 I, (employee name), authorize my employer named above to deduct
20 union dues or representation fees from my earnings to my bargaining
21 representative, (name of employee bargaining representative
22 organization), consistent with the terms of the collective bargaining
23 agreement negotiated by this organization on my behalf.

24 In the event that this authorization, or revocation of
25 authorization, conflicts with any contractual agreement that I have
26 previously made with an employee representative organization, I
27 understand that the conflict is a matter of private contract, and
28 that it is in no way the responsibility of my employer to resolve or
29 intervene in the conflict.

30 (3) At such time as an employee no longer desires association
31 with the bargaining representative, any dues or representation fee
32 authorization may be revoked. The employer must terminate any
33 deductions for which authorization has been revoked in writing no
34 later than the end of the month following the month in which the
35 written revocation of authorization was received.

36 (4) Because it involves the protection of employees' fundamental
37 right to freedom of association under the first amendment to the
38 Constitution of the United States, the employer, through a collective
39 bargaining agreement or otherwise, may not delegate the

1 administration of the authorization process for union dues or
2 representation fees to a private entity. To the extent that an
3 employer utilizes a business agent, such as a payroll, billing
4 service, or accounting firm, the mere administration of
5 authorizations made by an employee to an employer are not prohibited.
6 An employer is similarly prohibited from expending public funds to
7 resolve private contract disputes between employees and employee
8 representative organizations on matters involving union dues or
9 representation fees.

10 **Sec. 6.** RCW 47.64.160 and 1983 c 15 s 7 are each amended to read
11 as follows:

12 A collective bargaining agreement may include (~~union security~~
13 ~~provisions including an agency shop, but not a union or closed shop.~~
14 ~~If an agency shop provision is agreed to, the employer shall enforce~~
15 ~~it by deducting from the salary payments to members of the bargaining~~
16 ~~unit the dues required of membership in the bargaining~~
17 ~~representative, or, for nonmembers thereof, a fee equivalent to such~~
18 ~~dues. All union security provisions shall safeguard the right of~~
19 ~~nonassociation of employees based on bona fide religious tenets or~~
20 ~~teachings of a church or religious body of which such employee is a~~
21 ~~member. Such employee shall pay an amount of money equivalent to~~
22 ~~regular dues and fees to a nonreligious charity or to another~~
23 ~~charitable organization mutually agreed upon by the employee affected~~
24 ~~and the bargaining representative to which such employee would~~
25 ~~otherwise pay the dues and fees. The employee shall furnish written~~
26 ~~proof that such payment has been made. If the employee and the~~
27 ~~bargaining representative do not reach agreement on such matter, the~~
28 ~~commission shall designate the charitable organization)) provisions
29 permitting employers to deduct union dues or representation fees from
30 employees that directly authorize the employer to make such
31 deductions, provided that the employer only makes such deductions
32 consistent with the requirements of this section.~~

33 (2) Authorization to deduct union dues or representation fees
34 must be made directly by an employee to the employer, must be filled
35 out by the employee no less frequently than biannually, and must be
36 on a form submitted to the employer that reads as follows:

37 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

1 By providing the following information and permissions, your
2 employer, (employer name), is authorized to deduct union dues or
3 representation fees. This authorization is valid until the earlier of
4 the end of the current collective bargaining agreement or two years,
5 and may be revoked in writing at any time during the employer's
6 regular business hours. If you choose to revoke this authorization,
7 deductions will cease no later than the end of the month following
8 the revocation.

9 I, (employee name), authorize my employer named above to deduct
10 union dues or representation fees from my earnings to my bargaining
11 representative, (name of employee bargaining representative
12 organization), consistent with the terms of the collective bargaining
13 agreement negotiated by this organization on my behalf.

14 In the event that this authorization, or revocation of
15 authorization, conflicts with any contractual agreement that I have
16 previously made with an employee representative organization, I
17 understand that the conflict is a matter of private contract, and
18 that it is in no way the responsibility of my employer to resolve or
19 intervene in the conflict.

20 (3) At such time as an employee no longer desires association
21 with the bargaining representative, any dues or representation fee
22 authorization may be revoked. The employer must terminate any
23 deductions for which authorization has been revoked in writing no
24 later than the end of the month following the month in which the
25 written revocation of authorization was received.

26 (4) Because it involves the protection of employees' fundamental
27 right to freedom of association under the first amendment to the
28 Constitution of the United States, the employer, through a collective
29 bargaining agreement or otherwise, may not delegate the
30 administration of the authorization process for union dues or
31 representation fees to a private entity. To the extent that an
32 employer utilizes a business agent, such as a payroll, billing
33 service, or accounting firm, the mere administration of
34 authorizations made by an employee to an employer are not prohibited.
35 An employer is similarly prohibited from expending public funds to
36 resolve private contract disputes between employees and employee
37 representative organizations on matters involving union dues or
38 representation fees.

--- END ---