

JAN 28 2004

COMMERCE, REGULATION & LABOR

HOUSE FILE 2101

BY DIX

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_

Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_

Approved \_\_\_\_\_

**A BILL FOR**

1 An Act relating to right to work provisions involving a condition  
2 of employment or continuation of employment.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 2101

1 Section 1. Section 731.1, Code 2003, is amended to read as  
2 follows:

3 731.1 RIGHT TO JOIN OR NOT TO JOIN UNION.

4 It is declared to be the policy of the state of Iowa that  
5 no person within its boundaries shall be deprived, as a  
6 condition of employment or continuation of employment, of the  
7 right to work at the person's chosen occupation for any  
8 employer because of membership in, affiliation with,  
9 withdrawal or expulsion from, or refusal to join, any labor  
10 union, organization, or association, and any contract which  
11 contravenes this policy is illegal and void.

12 Sec. 2. Section 731.2, Code 2003, is amended to read as  
13 follows:

14 731.2 REFUSAL TO EMPLOY PROHIBITED.

15 It shall be unlawful for any person, firm, association, or  
16 corporation to refuse or deny employment to any person because  
17 of membership in, or affiliation with, or resignation or  
18 withdrawal from, a labor union, organization, or association,  
19 or because of refusal to join or affiliate with a labor union,  
20 organization, or association. It shall be unlawful for any  
21 person, firm, association, or corporation to condition  
22 employment or continuation of employment on membership in or  
23 joining or affiliating with a labor union, organization, or  
24 association, or on remaining a member of or continuing an  
25 affiliation with a labor union, organization, or association.

26 Sec. 3. Section 731.3, Code 2003, is amended to read as  
27 follows:

28 731.3 CONTRACTS TO EXCLUDE UNLAWFUL.

29 It shall be unlawful for any person, firm, association,  
30 corporation, or labor organization to enter into any  
31 understanding, contract, or agreement, whether written or  
32 oral, to exclude from employment members of a labor union,  
33 organization, or association, or persons who do not belong to,  
34 or who refuse to join, a labor union, organization, or  
35 association, or because of resignation or withdrawal **therefrom**

1 from a labor union, organization, or association, or to  
2 require, as a condition of employment or continuation of  
3 employment, any person to join or affiliate with a labor  
4 union, organization, or association, or to remain a member of  
5 or continue an affiliation with a labor union, organization,  
6 or association.

7 Sec. 4. Section 731.4, Code 2003, is amended to read as  
8 follows:

9 731.4 UNION DUES AS PREREQUISITE TO EMPLOYMENT --  
10 PROHIBITED.

11 It shall be unlawful for any person, firm, association,  
12 labor organization, or corporation, or political subdivision,  
13 either directly or indirectly, or in any manner or by any  
14 means as a prerequisite to or a condition of employment or a  
15 continuation of employment, to require any person to pay dues,  
16 charges, fees, contributions, fines, or assessments to any  
17 labor union, labor association, or labor organization.

18 EXPLANATION

19 This bill adds provisions to the right to work law in Code  
20 chapter 731, making it unlawful to do any of the following:

- 21 1. To deprive, as a condition of employment or  
22 continuation of employment, a person of the right to work.
- 23 2. To condition employment or continuation of employment  
24 on membership in or joining or affiliating with, or on  
25 remaining a member of or continuing an affiliation with a  
26 labor union, organization, or association.
- 27 3. To enter into any understanding, contract, or agreement  
28 that requires, as a condition of employment or continuation of  
29 employment, any person to join or affiliate with, or to remain  
30 a member of or continue an affiliation with a labor union,  
31 organization, or association.
- 32 4. To require, as a condition of employment or  
33 continuation of employment, any person to pay dues, charges,  
34 fees, contributions, fines, or assessments to any labor union,  
35 labor association, or labor organization.