

**Senate File 217 - Introduced**

SENATE FILE 217

BY FEENSTRA

**A BILL FOR**

1 An Act prohibiting public employers from deducting membership  
2 dues for employment organizations from wages or salaries  
3 of public employees receiving health care benefits and  
4 prohibiting state employees from electing or renewing such  
5 deductions and including applicability provisions.  
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 20.9, unnumbered paragraph 1, Code 2011,  
2 is amended to read as follows:

3 The public employer and the employee organization shall meet  
4 at reasonable times, including meetings reasonably in advance  
5 of the public employer's budget-making process, to negotiate in  
6 good faith with respect to wages, hours, vacations, insurance,  
7 holidays, leaves of absence, shift differentials, overtime  
8 compensation, supplemental pay, seniority, transfer procedures,  
9 job classifications, health and safety matters, evaluation  
10 procedures, procedures for staff reduction, in-service training  
11 and other matters mutually agreed upon. Negotiations shall  
12 also include terms authorizing dues checkoff for members of the  
13 employee organization, other than members receiving health care  
14 benefits from the public employer, and grievance procedures  
15 for resolving any questions arising under the agreement,  
16 which shall be embodied in a written agreement and signed by  
17 the parties. If an agreement provides for dues checkoff, a  
18 member's dues may be checked off only upon the member's written  
19 request and the member may terminate the dues checkoff at any  
20 time by giving thirty days' written notice. Such obligation to  
21 negotiate in good faith does not compel either party to agree  
22 to a proposal or make a concession.

23 Sec. 2. NEW SECTION. 20.32 Payroll deduction for dues of  
24 members receiving health care benefits prohibited.

25 A public employer shall not deduct from a public employee's  
26 wages or salary membership dues for any employee organization  
27 if the public employee receives health care benefits from the  
28 public employer.

29 Sec. 3. NEW SECTION. 70A.19A Payroll deduction for dues of  
30 union members receiving health care benefits prohibited.

31 A state employee who is a member of an employee organization  
32 and who receives health care benefits from the state employee's  
33 employer shall not elect or renew a payroll deduction for  
34 membership dues for an employee organization.

35 Sec. 4. APPLICABILITY. The sections of this Act amending

1 section 20.9 and enacting section 20.32 apply to collective  
2 bargaining agreements entered into on or after the effective  
3 date of this Act.

4

EXPLANATION

5 This bill prohibits a public employer from deducting  
6 membership dues for any employee organization from a public  
7 employee's wages or salaries if the public employee receives  
8 health care benefits from the public employer. The bill  
9 excludes such deductions from the scope of negotiations for a  
10 public employee collective bargaining agreement.

11 The bill prohibits a state employee who is member of an  
12 employee organization and who receives health care benefits  
13 from the employee's employer from electing or renewing  
14 a payroll deduction for membership dues for an employee  
15 organization.

16 The provisions of the bill amending Code chapter 20 apply to  
17 collective bargaining agreements entered into on or after the  
18 effective date of the bill.