Senate File 2041 - Introduced

SENATE FILE 2041
BY McCLINTOCK

A BILL FOR

An Act providing for payroll deduction for membership dues to an employee organization under public employee collective bargaining, and including applicability provisions.

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

Section 1. Section 20.9, subsections 1 and 3, Code 2026, are amended to read as follows:

1. For negotiations regarding a bargaining unit with at least thirty percent of members who are public safety employees, the public employer and the employee organization shall meet at reasonable times, including meetings reasonably in advance of the public employer's budget-making process, to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training, grievance procedures for resolving any questions arising under the agreement, terms authorizing dues checkoff for members of the employee organization, and other matters mutually agreed upon. For negotiations regarding a bargaining unit that does not have at least thirty percent of members who are public safety employees, the public employer and the employee organization shall meet at reasonable times, including meetings reasonably in advance of the public employer's budget-making process, to negotiate in good faith with respect to base wages, terms authorizing dues checkoff for members of the employee organization, and other matters mutually agreed upon. Such obligation to negotiate in good faith does not compel either party to agree to a proposal or make a concession. Mandatory subjects of negotiation specified in this subsection shall be interpreted narrowly and restrictively.

3. All retirement systems~~, dues checkoffs,~~ and ~~other~~ payroll deductions for political action committees or other political contributions or political activities shall be excluded from the scope of negotiations. For negotiations regarding a bargaining unit that does not have at least thirty percent of members who are public safety employees, insurance, leaves of absence for political activities, supplemental pay,

transfer procedures, evaluation procedures, procedures for staff reduction, and subcontracting public services shall also be excluded from the scope of negotiations.

Sec. 2. Section 70A.17A, Code 2026, is amended by adding the following new subsection:

NEW SUBSECTION. 3. This section shall not affect a payroll deduction elected by a state employee pursuant to section 70A.19.

Sec. 3. Section 70A.19, Code 2026, is amended by striking the section and inserting in lieu thereof the following:

70A.19 Duration of state payroll deduction for dues of employee organization member.

A state employee who elects a payroll deduction for membership dues to an employee organization pursuant to the provisions of a collective bargaining agreement negotiated under the provisions of chapter 20 shall maintain the deduction for a period of one year or until the expiration of the collective bargaining agreement, whichever occurs first. A state employee who transfers employment to a position covered by a different collective bargaining agreement or who becomes a management employee is not subject to this requirement. With respect to state employees, this section supersedes the provisions of section 20.9 allowing termination of a dues checkoff at any time but does not supersede the requirement for thirty days' written notice of termination.

Sec. 4. APPLICABILITY. This Act applies to collective bargaining procedures pursuant to chapter 20 initiated on or after the effective date of this Act.

EXPLANATION

The inclusion of this explanation does not constitute agreement with the explanation's substance by the members of the general assembly.

This bill strikes a prohibition on public entities authorizing or administering a deduction from the salaries or wages of its employees for membership dues to an employee organization. The bill provides that terms authorizing

such deductions are a mandatory subject within the scope of negotiations under public employee collective bargaining. The bill provides procedures for administering such deductions.

The bill applies to collective bargaining procedures pursuant to Code chapter 20 initiated on or after the effective date of the bill.