

1 H.161

2 Introduced by Representative Frenier of Chelsea

3 Referred to Committee on

4 Date:

5 Subject: Education; labor relations; union fees

6 Statement of purpose of bill as introduced: This bill proposes to prohibit the  
7 deduction of union membership fees from salary, wages, or other employment  
8 compensation received by teachers and administrators.

9 An act relating to union membership fees for teachers and administrators

10 It is hereby enacted by the General Assembly of the State of Vermont:

11 Sec. 1. 16 V.S.A. § 1981 is amended to read:

12 § 1981. DEFINITIONS

13 As used in this chapter unless the context requires otherwise:

14 \* \* \*

15 (7) “Agency fee” means a fee ~~deducted by an employer from the salary~~  
16 ~~or wages of an employee who is not a member of an employee organization,~~  
17 ~~which~~ that is paid to the employee organization that is the exclusive bargaining  
18 agent for the bargaining unit of ~~the~~ an employee who is not a member of the  
19 employee organization. The ~~collective bargaining service~~ agency fee shall not  
20 exceed 85 percent of the amount payable as dues by members of the employee

1 organization and shall be ~~deducted~~ paid in the same manner as dues are  
2 ~~deducted from the salary or wages of~~ paid by members of the employee  
3 organization and shall be used to defray the costs of chargeable activities.

4 \* \* \*

5 Sec. 2. 16 V.S.A. § 2005 is amended to read:

6 § 2005. WRITTEN AGREEMENT

7 The negotiations councils for the school board and the teachers' or  
8 administrators' organization shall enter into a written agreement or agreements  
9 incorporating ~~therein~~ matters agreed to in negotiation. The negotiations  
10 councils for the school board shall not agree to, and no agreement with a  
11 school board, school district, or supervisory union shall contain, a provision  
12 that requires or empowers a school board, school district, supervisory union, or  
13 any of their agents or representatives to deduct union membership or agency  
14 fees from a teacher's or administrator's salary, wages, or other compensation  
15 or benefits paid by the school board, school district, or supervisory union.

16 Sec. 3. TRANSITION

17 This act shall apply to agreements entered into pursuant to 16 V.S.A.  
18 § 2005 on or after July 1, 2017.

19 Sec. 4. EFFECTIVE DATE

20 This act shall take effect on July 1, 2017.