

## Department of Planning and Budget 2022 Fiscal Impact Statement

**1. Bill Number:** HB341-H1

<b>House of Origin</b>	<input type="checkbox"/> Introduced	<input checked="" type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Freitas

**3. Committee:** Commerce and Energy

**4. Title:** Public employees; labor union dues deduction authorization.

**5. Summary:** Requires consent by public employees authorized to engage in collective bargaining before union or employee association dues are deducted from the employees' pay directly by their employers. The bill allows public employees to stop paying union or employee association dues at any time and gives public employees an annual opportunity to reconfirm that they want to continue union or employee association membership and pay such dues. The bill provides that if an employee does not reconfirm then the dues deduction must cease. By December 1<sup>st</sup>, 2022 and annually by December 1 of each year thereafter, the Attorney General, in consultation with the Department of Labor and Industry shall notify all public employers of employees authorized to engage in collective bargaining of the provisions of the bill, including the dues deduction authorization forms. The bill has a delayed effective date of July 1<sup>st</sup>, 2022.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** None – see item 8

**8. Fiscal Implications:** Most of the provisions of this bill apply only to localities that have adopted a local ordinance or resolution providing for collective bargaining and as such, do not generate a state fiscal impact. The provision directing the Attorney General, in consultation with the Department of Labor and Industry to send an annual notice to such public employers is not expected to generate a fiscal impact.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, Office of the Attorney General, localities that have adopted a local ordinance or resolution providing for collective bargaining pursuant to §40.1-57.2, *Code of Virginia*.

**10. Technical Amendment Necessary:** No

**11. Other Comments:** HB336-H1 also concerns collective bargaining.