

Legislative Analysis



ALLOW PUBLIC SCHOOL EMPLOYERS TO DEDUCT UNION DUES FROM EMPLOYEE WAGES

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4233 as introduced
Sponsor: Rep. Jaime Churches
Committee: Labor
Complete to 4-19-23

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4233 would amend 1947 PA 336, known as the Public Employment Relations Act (PERA), to allow a *public school employer* to deduct union dues or service fees from an employee's paycheck.

Under PERA, a *public school employer* means a public employer that is the board of a school district, intermediate school district, or public school academy; is the chief executive officer in which a school reform board is in place under Part 5A of the Revised School Code; or is the governing board of a joint endeavor or consortium consisting of any combination of school districts, intermediate school districts, or public school academies.

Currently, public school employers are prohibited from using public school resources to assist a labor organization in collecting dues or service fees from the wages of their employees. House Bill 4233 would eliminate this provision.

MCL 423.210

BACKGROUND:

The bill would reverse a change made to PERA by 2012 PA 53.¹ Supporters of the 2012 law argued that it should be unions' responsibility to collect dues directly from their members and that such a change would result in administrative cost savings for school employers. Opponents argued that the savings would be minimal since many employers offer other payroll deduction plans (such as those for insurance premiums and charitable contributions) and that the law would unnecessarily inconvenience school staff.

FISCAL IMPACT:

The bill would have no significant fiscal impact on school districts. Individual districts may experience some one-time administrative costs to process a change in payroll as a result of the bill, but these costs will likely be minimal.

Legislative Analyst: Holly Kuhn
Fiscal Analysts: Noel Benson
Jacqueline Mullen

■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.

¹ An analysis of this change can be found here: <http://www.legislature.mi.gov/documents/2011-2012/billanalysis/House/pdf/2011-HLA-4929-3.pdf>.