

Legislative Analysis



ALLOW PUBLIC SCHOOL EMPLOYERS TO DEDUCT UNION DUES FROM EMPLOYEE WAGES

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House Bill 4233 (H-1) as reported from committee

Sponsor: Rep. Jaime Churches

Committee: Labor

Complete to 6-12-23

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

(Enacted as Public Act 114 of 2023)

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.

POSITIONS:

Representatives of the following entities testified in support of the bill (4-20-23):

- AFSCME Council 25
- Dearborn Federation of Teachers

- Detroit Federation of Teachers
- Michigan Education Association

The following entities indicated support for the bill:

- American Federation of Teachers Michigan (4-20-23)
- Michigan AFL-CIO (4-20-23)
- Michigan Association of School Boards (4-20-23)
- Michigan Regional Council of Carpenters and Millwrights (5-11-23)
- Service Employees International Union (SEIU) Michigan (5-11-23)

The following entities indicated opposition for the bill:

- Mackinac Center for Public Policy (5-11-23)
- National Federation of Independent Business (4-20-23)

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