

SENATE FILE NO. SF0046

Fair share labor law.

Sponsored by: Senator(s) Goodenough

A BILL

for

1 AN ACT relating to labor organizations; authorizing labor
2 organizations to bargain with employers for the assessment
3 of fees for required representation under the National
4 Labor Relations Act; imposing conditions; and providing for
5 an effective date.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 27-7-111 is amended to read:

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11 **27-7-111. Right to work; payment or nonpayment of**
12 **dues not required; exception.**

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14 (a) Except as provided by subsection (b) of this
15 section, no person is required to pay or refrain from
16 paying any dues, fees, or other charges of any kind to any

1 labor organization as a condition of employment or
2 continuation of employment.

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4 (b) Notwithstanding W.S. 27-7-108 through 27-7-115,
5 any labor organization recognized under the National Labor
6 Relations Act, 29 U.S.C. §§ 151 through 169, as the
7 exclusive bargaining agent for employees of any employer
8 and required under this act to represent the employees even
9 though the employees are not members of the organization,
10 may bargain with the employer for an agreement requiring
11 the payment of a fair share fee by employees who are not
12 members of the labor organization paying regular membership
13 dues, subject to the following:

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15 (i) The fair share fee shall be an amount equal
16 to a percentage of the labor organization's regular
17 membership dues, representing the nonmember employee's pro
18 rata share of the expenses of activities or undertakings
19 normally or reasonably employed by a labor organization
20 that is acting as an exclusive bargaining agent under the
21 National Labor Relations Act;

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23 (ii) The fee shall not exceed the amount of the
24 labor organization's membership dues;

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(iii) Any labor organization or employer shall not discriminate against any employee or otherwise prejudice his right to continued employment upon failure of the employee to pay a fee assessed under this subsection. Any labor organization assessing a fee under this subsection may recover any fee not paid by a nonmember employee through a civil action.

Section 2. This act is effective immediately upon completion of all acts necessary for a bill to become law as provided by Article 4, Section 8 of the Wyoming Constitution.

(END)