

HB 2507 -- LIMITATION ON NEW EMPLOYEE PAYMENTS OF UNION DUES

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Currently, labor organizations can require payment or collection of union dues from an employee upon the employee's beginning of employment, subject to applicable collective bargaining agreements and Federal law.

This bill prohibits a labor organization from requiring or collecting union dues from a new employee until the employee has accrued 250 hours of work.

The bill requires that new employees be provided with a written accounting of all union dues owed, including initiation fees, recurring dues, and any variable charges. The employee must acknowledge receipt of this accounting in writing or electronically on or before the first day of employment.

For purposes of calculating the 250 hours, the bill specifies that all compensable hours are included, including overtime, training, on-call time, and paid or unpaid leave.

Nothing in the bill prohibits a new employee from voluntarily paying union dues during the payment grace period. The bill does not apply where preempted by Federal law or where it conflicts with a collective bargaining agreement entered into prior to the effective date, but applies to agreements entered into, renewed, extended, or modified on or after August 28, 2026.