



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 3069</b>		DATE: <b>3/10/2026</b>
COMMITTEE: <b>Legislative Review</b>		
<b>TESTIFYING:</b> <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>BYRON KEELIN</b>		PHONE NUMBER: <b>314-402-0655</b>
BUSINESS/ORGANIZATION NAME: <b>FREEDOM PRINCIPLE</b>		TITLE: <b>PRESIDENT</b>
ADDRESS: <b>PO BOX 2</b>		
CITY: <b>BALLWIN</b>	STATE: <b>MO</b>	ZIP: <b>63022</b>
EMAIL: <b>freedomprinciplemo@protonmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 5:56 AM</b>

**THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.**

**We strongly support HB 3069 because it prioritizes the rights and autonomy of our teachers and school district employees. By allowing educators the ability to opt out of union membership or political action committee (PAC) donations at any time, this bill ensures that joining or leaving a professional association is a truly voluntary decision, free from arbitrary restrictions or limited "opt-out" windows.**

**This freedom respects everyone's beliefs and circumstances, allowing them to make choices that best align with their values without external pressure. Furthermore, by prohibiting school districts from automatically deducting union dues or PAC contributions from employee paychecks, HB 3069 removes the school district from complex financial transactions that can create administrative burdens and potential legal liabilities. This change empowers teachers and staff to directly manage their association payments, increases financial transparency, and streamlines district operations—ultimately ensuring that our educational institutions can stay focused on their core mission of serving students.**

**We urge lawmakers to protect both teacher freedom and district efficiency by supporting this important legislation.**



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<b>WITNESS NAME</b>		
<b>REGISTERED LOBBYIST:</b>		
WITNESS NAME: <b>CHANDRA HENDREN</b>		PHONE NUMBER:
REPRESENTING: <b>HERITAGE ACTION</b>		TITLE:
ADDRESS:		
CITY: <b>WASHINGTON</b>	STATE: <b>DC</b>	ZIP: <b>20002</b>
EMAIL: <b>chandra.hendren@heritageaction.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 4:51 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

My name is Chandra Hendren, and I represent Heritage Action, a national grassroots organization with conservative activists nationwide, including many Missourians.

Heritage Action supports HB 3069 sponsored by Rep. Simmons. This bill empowers school district employees by transferring membership dues collection from the school district to the employee.

The choice of membership in a professional association or political fund should be at the discretion of the employee, not the school district. This bill allows school district employees full control over and the ability to make membership decisions for themselves and puts teachers in control of what is automatically debited out of their paychecks.



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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>DAVID GUENTHNER</b>		PHONE NUMBER: <b>512-925-3512</b>	
BUSINESS/ORGANIZATION NAME: <b>MACKINAC CENTER FOR PUBLIC POLICY</b>		TITLE: <b>EXECUTIVE DIRECTOR, WORKERS FOR OPPORTUNITY</b>	
ADDRESS: <b>123 W. ALLEGAN, SUITE 740</b>			
CITY: <b>LANSING</b>		STATE: <b>MI</b>	ZIP: <b>48933</b>
EMAIL: <b>dg@mackinac.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 9:22 AM</b>	
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Workers for Opportunity believes that every person deserves to experience the dignity of work in pursuit of the American Dream. Since 2018, Workers for Opportunity has been partnering with workers and allies across the country to advance public policy protections that ensure every worker has ownership over their paycheck, is rewarded based on their merit, and aren't compelled to support politics they don't believe in.

We thank Rep. Simmons for introducing HB 3069 and support the bill for two primary reasons.

1. Taxpayers do not collect membership dues or payments for other categories of private membership organizations (churches, National Rifle Association, gym memberships, etc.). Unions should handle their own dues collection like everyone else does.
2. When government entities are involved in dues collection for membership organizations, it provides a structural advantage to those organizations. Doing so for unions that then bargain with, lobby, and make political contributions to government officials is an inappropriate and unwarranted taxpayer subsidy.



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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>SARAH REAVIS</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 4:51 PM</b>	
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To whom it may concern, I would like to say I am in favor of keeping the parents teachers program in our schools. With out this program I would have not known to get my son an early diagnosis for autism even though he was in pre-school at the time it was his parent teacher that made the suggestion. This program has also helped my daughter who is Nero typical. This program has also help me as their parent not only dose my teacher give me information on development but also makes sure to remind myself to take time for me so I can be better for my children. I love the groups the put together as well not only dose it give my child a chance to play and connect with peers it also gives me an opportunity to connect with other parents. I think it would be a mistake to remove this help from our families and out of the schools.

Thank you.



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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>JAKE HUMMEL</b>		PHONE NUMBER: <b>573-634-2115</b>	
REPRESENTING: <b>MISSOURI AFL-CIO</b>		TITLE:	
ADDRESS: <b>131 E HIGH</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65101</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>3/10/2026 12:00 AM</b>	
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<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MATT MICHELSON</b>		PHONE NUMBER: <b>573-680-6188</b>	
REPRESENTING: <b>MISSOURI STATE TEACHERS ASSOCIATION</b>		TITLE:	
ADDRESS: <b>P.O. BOX 458</b>			
CITY: <b>COLUMBIA</b>		STATE: <b>MO</b>	ZIP: <b>65205</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>3/10/2026 12:00 AM</b>	
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>NANCY COPENHAVER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL:	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 9:40 AM</b>
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I am opposed to HB 3069. It makes it more difficult for teachers to pay dues to our professional association for no good reason at all. Teachers and other education employees join together in associations or unions to promote their profession, seek support for public education, work together to make lives better for teachers and their students. We have been doing this for over 100 years in Missouri and there is no reason to make paying dues harder, payroll deduction is a simple and "no harm done" method of doing this. Teachers' working conditions are students' learning conditions, Why wouldn't you want to enhance working conditions for teachers as much as you can so that our students receive the best education possible.



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<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>OTTO FAJEN</b>		PHONE NUMBER: <b>573-634-3202</b>	
REPRESENTING: <b>MISSOURI NEA</b>		TITLE: <b>DIRECTOR OF LEGISLATIVE POLICY</b>	
ADDRESS: <b>1810 E. ELM ST.</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65101</b>
EMAIL: <b>otto.fajen@mnea.org</b>	ATTENDANCE: <b>In-Person</b>	SUBMIT DATE: <b>3/10/2026 10:49 AM</b>	
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<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>SARAH BERRY</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>3/10/2026 7:31 AM</b>	

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HB 3069 prohibits school districts from deducting or collecting dues or contributions from employee compensation on behalf of professional associations or political funds.

While the bill does not prohibit membership in such associations, it removes an existing administrative mechanism by which employees voluntarily authorize payroll deductions for association dues.

Payroll deduction systems are already used by school districts for numerous voluntary purposes, including insurance premiums, retirement contributions, and other employee-authorized financial arrangements. Singling out professional associations for exclusion raises potential concerns regarding viewpoint neutrality and the differential treatment of lawful employee organizations.

Although courts have generally permitted governments to decline to facilitate payroll deductions for certain organizations, the selective restriction imposed by this legislation may generate constitutional questions concerning the treatment of employee associations relative to other voluntary payroll deduction beneficiaries.

Because payroll deduction systems operate solely upon employee authorization and involve voluntary compensation deductions, the General Assembly should carefully consider whether selectively eliminating payroll deduction access for professional associations creates unnecessary constitutional exposure while interfering with employee-directed financial decisions.

For these reasons, the constitutional and policy implications of HB 3069 warrant careful consideration prior to enactment.

History consistently demonstrates that restricting the administrative mechanisms of employee organization rarely resolves workplace tensions; it merely shifts where and how those tensions emerge.