

**HOUSE SUBSTITUTE FOR
SENATE BILL NO. 280**

A bill to amend 1947 PA 336, entitled

"An act to prohibit strikes by certain public employees; to provide review from disciplinary action with respect thereto; to provide for the mediation of grievances and the holding of elections; to declare and protect the rights and privileges of public employees; to require certain provisions in collective bargaining agreements; to prescribe means of enforcement and penalties for the violation of the provisions of this act; and to make appropriations,"

by amending section 10 (MCL 423.210), as amended by 2014 PA 414.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 10. (1) A public employer or an officer or agent of a
2 public employer shall not do any of the following:

3 (a) Interfere with, restrain, or coerce public employees in
4 the exercise of their rights guaranteed in section 9.

5 (b) Initiate, create, dominate, contribute to, or interfere
6 with the formation or administration of any labor organization. A
7 public school employer's **OR A COMMUNITY COLLEGE'S** use of public

1 school resources to assist a labor organization in collecting dues
2 or service fees from wages of ~~public school~~**THEIR** employees is a
3 prohibited contribution to the administration of a labor
4 organization. However, a public school employer's **OR COMMUNITY**
5 **COLLEGE'S** collection of dues or service fees pursuant to a
6 collective bargaining agreement that is in effect on March 16, 2012
7 is not prohibited until the agreement expires or is terminated,
8 extended, or renewed. A public employer may permit employees to
9 confer with a labor organization during working hours without loss
10 of time or pay. **AS USED IN THIS SUBDIVISION, "COMMUNITY COLLEGE"**
11 **MEANS A PUBLIC COMMUNITY OR JUNIOR COLLEGE DESCRIBED IN SECTION 7**
12 **OF ARTICLE VIII OF THE STATE CONSTITUTION OF 1963.**

13 (c) Discriminate in regard to hire, terms, or other conditions
14 of employment to encourage or discourage membership in a labor
15 organization.

16 (d) Discriminate against a public employee because he or she
17 has given testimony or instituted proceedings under this act.

18 (e) Refuse to bargain collectively with the representatives of
19 its public employees, subject to section 11.

20 **(F) ON OR AFTER THE EFFECTIVE DATE OF THE AMENDATORY ACT THAT**
21 **ADDED THIS SUBDIVISION, ENTER INTO OR RENEW A BARGAINING AGREEMENT**
22 **THAT REQUIRES OR ALLOWS ANY PAID RELEASE TIME FOR A UNION OFFICER**
23 **OR BARGAINING REPRESENTATIVE TO CONDUCT UNION BUSINESS IF THE**
24 **RELEASE TIME IS PAID BY THE PUBLIC EMPLOYER. THIS SUBDIVISION DOES**
25 **NOT APPLY TO A BARGAINING AGREEMENT FOR ANY OF THE FOLLOWING:**

26 **(i) EMPLOYEES SUBJECT TO COMPULSORY ARBITRATION UNDER 1969 PA**
27 **312, MCL 423.231 TO 423.247.**

1 (ii) CORRECTIONS OFFICERS EMPLOYED BY A COUNTY SHERIFF IN A
2 COUNTY JAIL, WORK CAMP, OR OTHER FACILITY MAINTAINED BY A COUNTY
3 THAT HOUSES ADULT PRISONERS.

4 (iii) CORRECTIONS OFFICERS EMPLOYED BY THE DEPARTMENT OF
5 CORRECTIONS.

6 (iv) EMPLOYEES OF A STATE OR LOCAL TRANSIT AUTHORITY SEEKING
7 OR RECEIVING FEDERAL FINANCIAL ASSISTANCE IN ACCORDANCE WITH 49 USC
8 5333(B) .

9 (2) A labor organization or its agents shall not do any of the
10 following:

11 (a) Restrain or coerce public employees in the exercise of the
12 rights guaranteed in section 9. This subdivision does not impair
13 the right of a labor organization to prescribe its own rules with
14 respect to the acquisition or retention of membership.

15 (b) Restrain or coerce a public employer in the selection of
16 its representatives for the purposes of collective bargaining or
17 the adjustment of grievances.

18 (c) Cause or attempt to cause a public employer to
19 discriminate against a public employee in violation of subsection
20 (1) (c) .

21 (d) Refuse to bargain collectively with a public employer,
22 provided it is the representative of the public employer's
23 employees, subject to section 11.

24 (3) Except as provided in subsection (4), an individual shall
25 not be required as a condition of obtaining or continuing public
26 employment to do any of the following:

27 (a) Refrain or resign from membership in, voluntary

1 affiliation with, or voluntary financial support of a labor
2 organization or bargaining representative.

3 (b) Become or remain a member of a labor organization or
4 bargaining representative.

5 (c) Pay any dues, fees, assessments, or other charges or
6 expenses of any kind or amount, or provide anything of value to a
7 labor organization or bargaining representative.

8 (d) Pay to any charitable organization or third party any
9 amount that is in lieu of, equivalent to, or any portion of dues,
10 fees, assessments, or other charges or expenses required of members
11 of or public employees represented by a labor organization or
12 bargaining representative.

13 (4) The application of subsection (3) is subject to the
14 following:

15 (a) Subsection (3) does not apply to any of the following:

16 (i) A public police or fire department employee or any person
17 who seeks to become employed as a public police or fire department
18 employee as that term is defined under section 2 of 1969 PA 312,
19 MCL 423.232.

20 (ii) A state police trooper or sergeant who is granted rights
21 under section 5 of article XI of the state constitution of 1963 or
22 any individual who seeks to become employed as a state police
23 trooper or sergeant.

24 (b) Any person described in subdivision (a), or a labor
25 organization or bargaining representative representing persons
26 described in subdivision (a) and a public employer or this state
27 may agree that all employees in the bargaining unit shall share

1 fairly in the financial support of the labor organization or their
2 exclusive bargaining representative by paying a fee to the labor
3 organization or exclusive bargaining representative that may be
4 equivalent to the amount of dues uniformly required of members of
5 the labor organization or exclusive bargaining representative.
6 Section 9(2) shall not be construed to interfere with the right of
7 a public employer or this state and a labor organization or
8 bargaining representative to enter into or lawfully administer such
9 an agreement as it relates to the employees or persons described in
10 subdivision (a).

11 (c) If any of the exclusions in subdivision (a) (i) or (ii) are
12 found to be invalid by a court, the following apply:

13 (i) The individuals described in the exclusion found to be
14 invalid shall no longer be excepted from the application of
15 subsection (3).

16 (ii) Subdivision (b) does not apply to individuals described
17 in the invalid exclusion.

18 (5) An agreement, contract, understanding, or practice between
19 or involving a public employer, labor organization, or bargaining
20 representative that violates subsection (3) is unlawful and
21 unenforceable. This subsection applies only to an agreement,
22 contract, understanding, or practice that takes effect or is
23 extended or renewed after March 28, 2013.

24 (6) The court of appeals has exclusive original jurisdiction
25 over any action challenging the validity of subsection (3), (4), or
26 (5). The court of appeals shall hear the action in an expedited
27 manner.

1 (7) For fiscal year 2012-2013, \$1,000,000.00 is appropriated
2 to the department of licensing and regulatory affairs to be
3 expended to do all of the following regarding 2012 PA 349:

4 (a) Respond to public inquiries regarding 2012 PA 349.

5 (b) Provide the commission with sufficient staff and other
6 resources to implement 2012 PA 349.

7 (c) Inform public employers, public employees, and labor
8 organizations concerning their rights and responsibilities under
9 2012 PA 349.

10 (d) Any other purposes that the director of the department of
11 licensing and regulatory affairs determines in his or her
12 discretion are necessary to implement 2012 PA 349.

13 (8) A person, public employer, or labor organization that
14 violates subsection (3) is liable for a civil fine of not more than
15 \$500.00. A civil fine recovered under this section shall be
16 submitted to the state treasurer for deposit in the general fund of
17 this state.

18 (9) By July 1 of each year, each exclusive bargaining
19 representative that represents public employees in this state shall
20 have an independent examiner verify the exclusive bargaining
21 representative's calculation of all expenditures attributed to the
22 costs of collective bargaining, contract administration, and
23 grievance adjustment during the prior calendar year and shall file
24 that verification with the commission. The commission shall make
25 the exclusive bargaining representative's calculations available to
26 the public on the commission's website. The exclusive bargaining
27 representative shall also file a declaration identifying the local

1 bargaining units that are represented. Local bargaining units
2 identified in the declaration filed by the exclusive bargaining
3 representative are not required to file a separate calculation of
4 all expenditures attributed to the costs of collective bargaining,
5 contract administration, and grievance adjustment. ~~For fiscal year~~
6 ~~2011-2012, \$100,000.00 is appropriated to the commission for the~~
7 ~~costs of implementing this subsection.~~ For fiscal year 2014-2015,
8 \$100,000.00 is appropriated to the commission for the costs of
9 implementing this subsection.

10 (10) Except for actions required to be brought under
11 subsection (6), a person who suffers an injury as a result of a
12 violation or threatened violation of subsection (3) may bring a
13 civil action for damages, injunctive relief, or both. In addition,
14 a court shall award court costs and reasonable attorney fees to a
15 plaintiff who prevails in an action brought under this subsection.
16 Remedies provided in this subsection are independent of and in
17 addition to other penalties and remedies prescribed by this act.

18 (11) **AS USED IN THIS SECTION, "RELEASE TIME" MEANS ANY OF THE**
19 **FOLLOWING AS DEFINED IN SECTION 4 OF THE PUBLIC SCHOOL EMPLOYEES**
20 **RETIREMENT ACT OF 1979, 1980 PA 300, MCL 38.1304, OR ANY OTHER TYPE**
21 **OF RELEASED TIME:**

- 22 (A) **EMPLOYEE ORGANIZATION PROFESSIONAL SERVICES LEAVE.**
23 (B) **PROFESSIONAL SERVICES LEAVE.**
24 (C) **EMPLOYEE ORGANIZATION PROFESSIONAL SERVICES RELEASED TIME.**
25 (D) **PROFESSIONAL SERVICES RELEASED TIME.**

26 Enacting section 1. This amendatory act takes effect 90 days
27 after the date it is enacted into law.