

**EMPLOYMENT RELATIONS COMMISSION (EXCERPT)**  
**Act 176 of 1939**

**423.14 Collective bargaining agreement between employer and labor organization; sharing of financial support of labor organization; payment of dues; condition of employment; appropriation.**

Sec. 14.

(1) An employer and a labor organization may enter into a collective bargaining agreement that requires all employees in the bargaining unit to share fairly in the financial support of the labor organization. This act does not, and a law or policy of a local government must not, prohibit or limit an agreement that requires all bargaining unit employees, as a condition of continued employment, to pay to the labor organization membership dues or service fees.

(2) For fiscal year 2022-2023, \$1,000,000.00 is appropriated to the department of labor and economic opportunity to be expended to do all of the following regarding the 2023 amendatory act that added this sentence:

- (a) Respond to public inquiries regarding the amendatory act.
- (b) Provide the commission with sufficient staff and other resources to implement the amendatory act.
- (c) Inform employers, employees, and labor organizations about changes to their rights and responsibilities under the amendatory act.
- (d) Any other purposes that the director of the department of labor and economic opportunity determines in the director's sole discretion are necessary to implement the amendatory act.

**History:** 1939, Act 176, Imd. Eff. June 8, 1939 ;-- CL 1948, 423.14 ;-- Am. 2012, Act 348, Eff. Mar. 28, 2013 ;-- Am. 2023, Act 8, Eff. Feb. 13, 2024

**Compiler's Notes:** Enacting section 1 of Act 348 of 2012 provides: "Enacting section 1. If any part or parts of this act are found to be in conflict with the state constitution of 1963, the United States constitution, or federal law, this act shall be implemented to the maximum extent that the state constitution of 1963, the United States constitution, and federal law permit. Any provision held invalid or inoperative shall be severable from the remaining portions of this act." For the transfer of powers and duties of the director of the department of licensing and regulatory affairs to the director of the department of labor and economic opportunity, see E.R.O. No. 2019-3, compiled at MCL 125.1998.