



June 22, 2018

The California Federation of Teachers collaborated with the California Labor Federation this year to include provisions in [Senate Bill 866](#), a budget trailer bill, which will help us to preserve our ability to give voice to our members and the communities they serve. Below are summaries of the provisions included in SB 866.

Clarifies Orientation Provisions of AB 119

The new employee orientation law ([AB 119](#), passed in last year's budget) has been a great way for new workers to learn about their job, their union, and their workplace rights and responsibilities. In some areas, anti-union organizations have been receiving information about orientation meetings and have been using that information to distribute anti-union propaganda. Since orientations are not public, but are an internal personnel matter, this bill clarifies that the 10-day advance notice to the union provided for in AB 119 should only be shared with employees and vendors.

- Clarifies that advance notice of AB 119 orientations is for employees, union, and vendors.

Preserves Payroll Deduction

Every unionized employer already does payroll deduction, and it is required under numerous state laws. This provision streamlines those laws to create clarity around how to handle payroll deduction and revocation as public sector laws change. There are no new costs imposed by this language.

- Reaffirms the employer's obligation to engage in dues deduction so that dues are automatically deducted from employee paychecks and sent to the union.
- Clarifies that the employer must rely upon union membership lists, and that requests from an individual employee to change membership should be submitted to the union for their determination (not the employer), and the union must indemnify the employer against any claims.

Gives Workers Access to Balanced Information about Union Rights

Certain employers have been sending out information regarding labor relations and may also choose to send information on the effects of the *Janus v. AFSCME* Supreme Court case. It is of course the right of an employer to send a communication to its employees, but these communications should be comprised of all facts, rights, and responsibilities of workers and their union.

- Specifies that if employers seek to send out a mass communication about employees' union rights, they should meet and confer with the union. If no agreement is reached, the employer should send out the union's message about union rights along with its own for a balanced communication.

Status: Senate Bill 866 was presented to the Governor at 4 pm on Wednesday, June 20, 2018. He is expected to sign the bill before the end of the month.

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