

Kansas State Legislative Board

International Association of Sheet Metal, Air, Rail, and Transportation Workers

TYE DRAGOO
Director/Chairman
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The Honorable Sean Tarwater
Chairman of Standing Committee on Commerce, Labor and Economic Development
Distinguished Members of the Committee
Kansas State Legislature - House
State Capitol, Room 346-S
Topeka, KS 66612

February 23rd, 2021

Re: HB2354—Providing public employees and professional employees certain rights with respect to withholding of public employee organization and professional employee organization dues.

The Sheet Metal Air Rail and Transportation Workers (SMART) is an opponent of HB2354. Working Kansans and their families deserve protection for the jobs they perform. Especially, public sector employees who educate our kids, protect our communities, make sure our roads are clear, or that make sure our communities maintain power during terrible storms. SMART stands in opposition to HB 2354 due to its attempt to weaken public employee's collective voice.

HB 2354 prevents union members from agreeing to a payroll deduction for a distinct period of time. This bill instead restricts members and unions by allowing them to reach agreements only under which the member can revoke his or her dues deduction commitment at any time. The widely accepted standard, which the federal government has adopted for its employees and the private sector, is one year. This bill interferes with private, voluntary contractual relationships.

HB 2354 is inconsistent with the Legislature's established state policy and employee free choice. Kansas law provides public employees have the right to "form, join and participate in the activities" of unions and an equal right to refuse to join unions or participate in union activities. Kan. Stat. Ann. § 75-4324(a). Instead, HB 2354 would place a thumb on the scale attempting to sway employees from joining the union, which does not allow free choice. If an employee's free choice were really the goal of this legislation, language would not be included, in 14-point font, to try and persuade them otherwise.

Additionally, this bill requires employers to email employees to confirm they signed their authorization cards for dues deductions. Every year, as this bill would require, when members sign their authorizations, local governments and school boards would have to follow up with an email to confirm they actually signed it. This bill though does not require those entities to email individuals who chose not to join the union, asking them if they were truly choosing to not join the union. The whole idea of employee free

choice is just that, free choice. Due to forcing employers to tell the workers of only half of their rights, SMART must stand in opposition to HB 2354.

Sincerely,



Ty E Dragoo
SMART-TD on behalf of SMART-SM
Kansas State Legislative Board
Director/Chairman