

HB 1095 -- FREEDOM TO WORK ACT

SPONSOR: Lant

This bill establishes the Freedom to Work Act, which specifies that a person as a condition or continuation of employment cannot be required to:

- (1) Become or refrain from becoming a member of a labor organization as defined in the substitute;
- (2) Pay dues, fees, assessments, or other charges to a labor organization; or
- (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization.

Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect.

Anyone violating a provision of the bill will be guilty of a class C misdemeanor, and any person injured as a result of a violation of a provision of the bill may recover all resulting damages, including costs and attorney fees, and will be entitled to injunctive relief against any violator or person threatening a violation.

Certain specified employers, employees, and agreements are exempt from the provisions of the bill.