In anticipation of and response to the June 2018 Supreme Court decision in *Janus v. AFSCME Council 31*, a number of state legislatures passed progressive initiatives to reform public-sector labor laws, making targeted changes to help ensure and advance policy commitments to strong public-sector collective bargaining rights for public workers.

These bills secure access to members at new employee orientations (“NEOs”), at worksites, and electronically, and ensure timely access to contact information for represented workers, including new hire data. The initiatives also focus on modernizing the relationship between employers and unions, designating unions as custodians of membership records, and requiring employers to accept certified deduction lists from exclusive representatives; recognizing valid electronic authorizations; and ensuring that employers will honor appropriate member commitments to payroll deduction of dues. These bills also achieved employer neutrality; and worker privacy protections.

In 2019 legislative sessions, many states continue to secure and improve upon these progressive measures to support collective bargaining. Important bills are pending or expected in states including Washington, Oregon, California, Colorado, Illinois, Maine, New Hampshire, Massachusetts, and Connecticut. As those legislative sessions progress, this list of legislative accomplishments will expand.

**Legislation passed to date:**

**California**  
**AB119** (2017)  
1. **NEOs**: Provides the exclusive representative access to new employee orientations (NEOs) and rights to bargain and arbitrate on the structure, time and manner of NEOs.

2. **Data**: Grants exclusive representative timely access to employee data and new hire lists.

**California**  
**SB866** (2018)  
1. **Dues Deduction**: Revises law regarding payroll deductions of member dues, requiring employers to honor dues deduction requests, accept the union’s certified list of deduction authorizations, and rely on the union to provide information on changes and revocations of authorization.

2. **NEOs**: Expands law regarding access to NEOs and revises law on access to NEO meeting details.

3. **Neutrality**: Revises public employer neutrality law regarding unions; provides union role in process for employer mass communications.

**California**  
**SB846** Legal claims under state law: Would clarify that CA public employees cannot, in pending or future claims, recover agency fees collected prior to *Janus*.

**Connecticut**  
**HB5177**  
1. **Data privacy**: requires public employees be notified of freedom of information (FOI) requests concerning their personal information.

**Delaware**  
**HB314**
1. **Dues Deduction**: Requires public employers to commence deductions for represented workers upon the request of the exclusive representative.

2. **Maintenance of Dues Checkoff**: Requires public employers to honor the terms and manner for revocation of commitment to dues deduction made by the represented worker on the dues deduction authorization itself; provides process where authorization silent on revocation.

**Hawaii [1725]**
1. **Dues Deduction**: Seeks to secure public employee union dues deduction commitments, and establishes process for processing member dues revocations through exclusive representative.

**Maryland SB677**
1. **NEOs**: Requires certain public employers to grant exclusive representatives at least 20 minutes to address all new employees in attendance during a new employee program.

2. **Data**: Requires those public employers to provide new hire and bargaining unit data.

**New Jersey A3686**
1. **NEOs, Access**: Provides exclusive representatives with access to represented employees at NEOs, individual and group meetings at worksites, and through employer email.

2. **Data, Privacy**: Provides for timely notice of new hire and unit membership data; protects sensitive employee data from public disclosure.

3. **Dues deduction**: Strengthens existing law on dues deduction, clarifying validity of electronic signatures; requires deference to revocation procedures in member dues deduction authorization.

4. **Neutrality**: Establishes a policy of public employer neutrality on union membership or support.

**New York S.7509-C (Part RRR)**
1. **Dues deduction**: Provides that deductions must be made no later than 30 days after receiving proof authorization; clarifies validity of electronic authorizations. Requires employers to honor member commitments to maintain dues deduction.

2. **Data**: Mandates timely notice and data on new hires, transfers, promotions into bargaining unit.

3. **Access**: Grants union right to meet with new hires (can be negotiated as NEO access).

4. **DFR**: Clarifies that DFR does not reach beyond the CBA, and allows negotiation to relieve union of obligation to represent non-members in certain circumstances.

**Oregon SB1534**
1. **NEOs (and training)**: Expands union access to home care workers and personal support workers at orientations; establishes minimum training standards for those workers.

**Rhode Island HB7377 SUB A**
1. **DFR**: Clarifies that DFR does not reach beyond the CBA, and allows negotiation of provisions that would relieve unions of obligation to represent non-members at any level of grievance process, including arbitration. Applies to municipal police and firefighters only.

**Washington SB6229**

1. **Access**: Requires employers to provide reasonable access to new employees for the purposes of presenting information about their exclusive bargaining representative.

**Washington HB2751**

1. **Dues deduction**: Modernizes processes regarding deduction of unions dues and fees, recognizes union as the custodian of membership records.