

**“PAYCHECK PROTECTION ACT” (SB 6)**

- This act applies to public employees and employees of very small private companies. It does not apply to any employee covered by the National Labor Relations Act. Almost all Building Trades contractors are covered by the National Labor Relations Act and not covered by SB 6. The following terms apply only to employees covered by SB 6.
- Employees must request check-off of dues in writing or electronically. All unions should already have this in place.
- Employees who wish to join a union must do so in writing. All unions should also have this already in place.
- Unions must maintain financial records already required by federal law in a searchable electronic format and should provide them to any employee who makes a request. These records are those that support your LM-2 reports which you should already maintain.
- Financial records must be kept at least five years as is currently required.
- Any union that violates the requirements in the above 5 bullet points is subject to a civil penalty of \$100 to \$1,000 for each offense.
- Any CBA providing for dues deductions which was in effect before January 9 is grandfathered and does not have to meet these requirements. However, any renewal on or after January 9 must comply.
- Please note that provisions of the original SB 6 relating to political activities were deleted in the final bill. The final bill deleted definitions of political funds and political activities and removed the requirement for annual written authorizations.

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