AN ACT

Providing for protection of paychecks of certain workers and for the collection of political contributions.

Section 1. Short title.

This act shall be known and may be cited as the Protection of Public Employee Wages Act.

Section 2. Public policy.

The General Assembly finds and declares that it is the public policy of this Commonwealth and the purpose of this act to promote orderly and constructive relationships between employers and their employees and that this overall policy may be accomplished, at least in part, by ensuring public employers do not collect money intended for political or other inappropriate purposes from the wages of public employees.

Section 3. Definitions.

The following words and phrases when used in this act shall
have the meanings given to them in this section unless the context clearly indicates otherwise:

"Fair share fee." The regular membership dues required of members of an employee organization acting as exclusive representative less the cost for the previous fiscal year of its activities or undertakings which were not reasonably employed to implement or effectuate the duties of the employee organization as exclusive representative. This definition shall stand in pari materia with the definition of "fair share fee" in section 2215 of the act of April 9, 1929 (P.L.177, No.175), known as The Administrative Code of 1929, and the definition of "fair share fee" in section 2 of the act of June 2, 1993 (P.L.45, No.15), known as the Public Employee Fair Share Fee Law.

"LEGISLATIVE PURPOSE." The term shall not include the negotiation, resolution, arbitration, administration or enforcement of a collective bargaining agreement between a bargaining representative and a public employer.

"Political contribution." Money or funds appropriated to be used for:

1. a contribution, as defined in section 1621 of the act of June 3, 1937 (P.L.1333, No.320), known as the Pennsylvania Election Code;
2. an independent expenditure, as defined in section 1621 of the Pennsylvania Election Code;
3. an expenditure, as defined in section 1621 of the Pennsylvania Election Code;
4. lobbying, as defined in 65 Pa.C.S. § 13A03 (relating to definitions);
5. a voter registration drive;
6. a get-out-the-vote drive; or
any other electoral, political or legislative purpose.

"Public employee." An individual employed by a public employer, including a public school employee under the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949.

"Public employer." The Commonwealth, a political subdivision, a school district and any officer, board, commission, agency, authority or other instrumentality thereof.

"Wages." Hourly rates of pay, salary or other form of compensation due to an employee for services rendered.

Section 4. Protection of public employee wages.

(a) Paycheck protection.--A public employer may not deduct from the wages of a public employee money or funds to be used for political contributions, except as required by a valid collective bargaining agreement entered into between a public employer and a representative of its employees prior to the effective date of this section. No individual or organization shall seek to have a political contribution deducted from the wages of a public employee. A collective bargaining agreement entered into, renewed or extended on or after the effective date of this section shall not contain provisions authorizing or requiring the deduction of political contributions.

(b) Applicability.--Nothing in this section shall be construed to preclude a public employer from:

(1) deducting a designated amount for a charitable contribution expressly authorized by an employee; or

(2) if required to do so by a collective bargaining agreement entered into with a representative of its employees, deducting from the wages of an employee
organization member an amount equal to, but not greater than, a fair share fee.

Section 5. Effective date.

This act shall take effect as follows:

(1) Section 4 shall take effect in 60 days.

(2) The remainder of this act shall take effect immediately.