

STEVEN CHOI

MEMBER FOR THE 68TH ASSEMBLY DISTRICT



AB 249- Employee Organizations

SUMMARY

AB 249 states that no employer can discourage a public employee from opting out of becoming a member of an employee organization. This includes taking adverse action against a public employee by reducing pay or benefits, if that employee refuses to join the organization or chooses to leave the employee organization.

BACKGROUND

Under current law public employers cannot discourage public employees from joining employee organizations, nor take any action that would influence the employee to avoid an employee organization. With the decision passed down by the Supreme Court in *Janus v. AFSCME* stating that employee organizations cannot collect dues from non-members, these public employees are facing new challenges in the public employment sector. While the law protects those who want to join, nothing stops an employer from threatening with reduced pay or lower benefits those employees who do not want to join an employee organization.

PROPOSAL

AB 249 seeks to provide the same protections to employees who do not wish to join employee organizations as those who do wish to join employee organizations. By providing equal protection under the law, employees can freely choose what and with whom they want to identify with, without threat of pay or benefit from public employers. AB 249 will do just that by creating a protected choice for employees.

FOR MORE INFORMATION

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