



## United University Professions

### Fact sheet: Taylor Law Reform of 2018

#### Overview

The 2018 State Budget agreement addressed and codified several important issues to protect a public employee's right to join a union and union members' rights in the public sector once they have joined a union. This fact sheet provides a summary of the new provisions. As with any changes in statutes, time and court challenges may impact the review of these provisions. Updates will be provided as needed. However, we encourage members to contact United University Professions' statewide office at 518-640-6678 if you have any questions.

#### Summary of Provisions

The Taylor Law changes cover two general areas:

1. Changes involving membership information and payroll deduction of dues.
2. Modification of the union's obligations to non-members under the Duty of Fair Representation.

More specifically, the agreement:

- Requires **public employers to provide the names**, locations and contact numbers of all new hires and rehires to the employee organization **within 30 days of employment**.
- Requires **public employers to provide time during work hours within 30 days** of the above notification **for the employee organization to meet with all new hires, without loss of employee leave time**.
- Codifies that **individuals may sign dues authorization cards** via means **allowed by state technology law**, allowing emails and other electronic means to be accepted.
- Requires **employers to begin dues deduction within 30 days** of receiving a member's dues authorization card and requires remittance of the dues to the union within 30 days of making the deduction.
- Codifies **members who have left service and who return within a one-year period will automatically have their membership reinstated** and a member who is placed on voluntary or involuntary leave will automatically have membership reinstated upon return to the public payroll.

- Codifies that the **withdraw process from the union may be determined by the dues authorization card, which has been posted here:** <https://uuphost.org/myuup/Membership/RegForm.php>. Given the changes, in the Taylor Law, UUP strongly encourages every member to update their membership application to ensure continued access to all union benefits.
- Codifies that the union is allowed to offer **benefits and services that are above and beyond a negotiated agreement to its members only.**
- Codifies **that the union's obligation to represent non-members is limited to the negotiation and enforcement of the contract**, which helps protect dues paying members from free-riders.
- The union is **not required to represent non-members in various disciplinary processes when the non-member is authorized to get their own representation**, and **UUP will not represent non-members in such circumstances should SCOTUS rule in favor of the plaintiff in *Janus v. AFSCME*.**