

HB 216: An Illegal Intrusion on Worker Rights and Freedoms

HOUSE BILL 216

- (1) **Illegal government intrusion** on the voluntary relationship between workers and their union
- (2) Creates a **bureaucratic nightmare**
- (3) **Exposes employers** to unfair labor practice litigation

THE FACTS

- **Every single state and federal court has ruled that the Janus decision does not apply to the voluntary continuous relationship between workers and their unions.**
- **No one is ever forced to join a union and union members voluntarily agree to pay dues.** Union members are not forced to join the union but instead have the freedom to choose to join.
- In unionized public sector worksites across Montana - school districts, universities, cities, counties, state, and more - **management and workers have VOLUNTARILY negotiated that the employer will deduct dues for continuing members from their paychecks.** No one forced this to occur. Both workers and employers have agreed over and over again that this is an efficient and practical option.
- **HB 216 is government overreach** and an assault on the freedom of speech and association of Montana workers like nurses, educators, police, and state troopers who protect, serve, educate, and care for Montana citizens.
- **HB 216 places undue burden on employers and exposes them to litigation.** It forces public employers to collect employee data annually and to illegally discuss union membership with employees.
- **HB 216 is harmful, unnecessary, and illegal.** Our nurses, law enforcement, firefighters, teachers, and city, county, and state workers who have delivered critical services to every Montana community since statehood deserve better.



HB 216: HARMFUL, UNNECESSARY, AND ILLEGAL.