

WEST VIRGINIA LEGISLATURE

2021 REGULAR SESSION

Committee Substitute

for

House Bill 2009

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[Introduced February 10, 2021; Referred to the
Committee on the Judiciary]

1 A BILL to amend and reenact §3-8-12 of the Code of West Virginia, 1931, as amended; to amend
2 and reenact §21-1A-4 of said code; and to amend and reenact §21-5-1 of said code, all
3 relating to limitations on the use of wages and agency shop fees by employers and labor
4 organizations for political activities; prohibiting any person from coercing or intimidating
5 any employee into making a political contribution or engaging in any form of political
6 activity; prohibiting employers and any other persons responsible for the disbursement of
7 wages and salaries from withholding or diverting any portion of an employee's wages or
8 salary for political activities without express, written authorization; providing for employee
9 modification or withdrawal of wage withholding or diversion to expire one year after
10 execution; providing that the prohibition against withholding or diverting wages for political
11 activities applies to any written or oral contract or agreement entered into, modified,
12 renewed or extended on or after July 1, 2017, and shall not otherwise apply or abrogate
13 a written or oral contract or agreement in effect on or before June 30, 2017; providing for
14 criminal penalties; setting forth requirements for employees to provide written
15 authorization for disbursement of wages and salaries by an employer or other person for
16 political activities; requiring the Secretary of State to promulgate forms; defining terms
17 "political activities" and "agency shop fees"; modifying definition of "deductions" to exclude
18 amounts for union or club dues; and making it an unfair labor practice under the Labor-
19 Management Relations Act for the Private Sector for a labor organization to use agency
20 shop fees paid by nonmembers for political activities, unless expressly authorized by the
21 individual.

Be it enacted by the Legislature of West Virginia:

CHAPTER 3. ELECTIONS.

ARTICLE 8. REGULATION AND CONTROL OF ELECTIONS.

§3-8-12. Additional acts forbidden; circulation of written matter; newspaper advertising; solicitation of contributions; intimidation and coercion of employees; withholding of wages or salaries without express authorization; promise of employment or other benefits; limitations on contributions; public contractors; penalty.

1 (a) A person may not publish, issue or circulate, or cause to be published, issued or
2 circulated, any anonymous letter, circular, placard, radio or television advertisement or other
3 publication supporting or aiding the election or defeat of a clearly identified candidate.

4 (b) An owner, publisher, editor or employee of a newspaper or other periodical may not
5 insert, either in its advertising or reading columns, any matter, paid for or to be paid for, which
6 tends to influence the voting at any election, unless directly designating it as a paid advertisement
7 and stating the name of the person authorizing its publication and the candidate in whose behalf
8 it is published.

9 (c) A person may not, in any room or building occupied for the discharge of official duties
10 by any officer or employee of the state or a political subdivision of the state, solicit orally or by
11 written communication delivered within the room or building, or in any other manner, any
12 contribution of money or other thing of value for any party or political purpose, from any
13 postmaster or any other officer or employee of the federal government, or officer or employee of
14 the state, or a political subdivision of the state. An officer, agent, clerk or employee of the federal
15 government, or of this state, or any political subdivision of the state, who may have charge or
16 control of any building, office or room, occupied for any official purpose, may not knowingly permit
17 any person to enter any building, office or room, occupied for any official purpose for the purpose
18 of soliciting or receiving any political assessments from, or delivering or giving written solicitations
19 for, or any notice of, any political assessments to, any officer or employee of the state, or a political
20 subdivision of the state.

21 (d) Except as provided in §3-8-8 of this code, a person entering into any contract with the
22 state or its subdivisions, or any department or agency of the state, either for rendition of personal
23 services or furnishing any material, supplies or equipment or selling any land or building to the
24 state, or its subdivisions, or any department or agency of the state, if payment for the performance
25 of the contract or payment for the material, supplies, equipment, land or building is to be made,

26 in whole or in part, from public funds may not, during the period of negotiation for or performance
27 under the contract or furnishing of materials, supplies, equipment, land or buildings, directly or
28 indirectly, make any contribution to any political party, committee or candidate for public office or
29 to any person for political purposes or use; nor may any person or firm solicit any contributions
30 for any purpose during any period.

31 (e) A person may not, directly or indirectly, promise any employment, position, work,
32 compensation or other benefit provided for, or made possible, in whole or in part, by act of the
33 Legislature, to any person as consideration, favor or reward for any political activity for the support
34 of or opposition to any candidate, or any political party in any election.

35 (f) A person may not, directly or indirectly, make any contribution in excess of the amounts
36 permitted by §3-8-5c of this code, in connection with any campaign for nomination or election to
37 or on behalf of any statewide office, in connection with any other campaign for nomination or
38 election to or on behalf of any other elective office in the state or any of its subdivisions, or in
39 connection with or on behalf of any person engaged in furthering, advancing, supporting or aiding
40 the nomination or election of any candidate for any of the offices.

41 (g) It is unlawful for any person to create, establish or organize more than one political
42 committee with the intent to avoid or evade the contribution limitations contained in this article.

43 (h) A person may not, directly or indirectly, make contributions to a state party executive
44 committee or caucus campaign committee which, in the aggregate, exceed the amounts permitted
45 by §3-8-5c of this code any calendar year.

46 (i) The limitations on contributions contained in this section do not apply to transfers among
47 a state party executive committee, a caucus campaign committee, and a national committee of
48 the same political party: *Provided*, That the moneys transferred may only be used for voter
49 registration and get-out-the-vote activities of the state committees.

50 (j) A person may not solicit any contribution, other than contributions to a campaign for or
51 against a county or local government ballot issue, from any nonelective salaried employee of the

52 state government or of any of its subdivisions: *Provided*, That in no event may any person acting
53 in a supervisory role solicit a person who is a subordinate employee for any contribution. A person
54 may not coerce or intimidate any ~~nonsalaried~~ nonelective salaried employee into making a
55 contribution. ~~of the state government or any of its subdivisions~~ A person may not coerce or
56 intimidate any nonsalaried employee of the state government or any of its subdivisions into
57 engaging in or refraining from any form of political activity. The provisions of this subsection may
58 not be construed to prevent any employee from making a contribution or from engaging in political
59 activity voluntarily without coercion, intimidation or solicitation.

60 (k) A person may not solicit a contribution from any other person without informing the
61 other person at the time of the solicitation of the amount of any commission, remuneration, or
62 other compensation that the solicitor or any other person will receive or expect to receive as a
63 direct result of the contribution being successfully collected. Nothing in this subsection may be
64 construed to apply to solicitations of contributions made by any person serving as an unpaid
65 volunteer.

66 (l) A person may not place any letter, circular, flyer, advertisement, election paraphernalia,
67 solicitation material or other printed or published item tending to influence voting at any election
68 in a roadside receptacle unless it is: (1) approved for placement into a roadside receptacle by the
69 business or entity owning the receptacle; and (2) contains a written acknowledgment of the
70 approval. This subdivision does not apply to any printed material contained in a newspaper or
71 periodical published or distributed by the owner of the receptacle. The term "roadside receptacle"
72 means any container placed by a newspaper or periodical business or entity to facilitate home or
73 personal delivery of a designated newspaper or periodical to its customers.

74 (m) An employer or any other person or entity responsible for the disbursement of funds
75 in payment of wages or salaries may not withhold or divert any portion of an employee's wages
76 or salaries for use as contributions to any candidate or political committee, or for any other political
77 activities which tend to influence the voting at any election, except upon the express, written

78 request of the employee on an annual basis. The request must be made on a form prescribed by
79 the Secretary of State informing the employee of the prohibition against discrimination set forth in
80 subsection (l) of this section. Such formal written request by employee expires one year from date
81 of signing. The employee may modify or withdraw such wage withholding or diversion in writing,
82 at any time, to take effect on the date such withdrawal or modification is submitted to their
83 employer. For purposes of this subsection, "political activities" shall mean any activity to urge any
84 person to vote for or against any candidate or ballot issue or to support or oppose a political
85 committee, political party or any other organization engaged in electioneering communications or
86 independent expenditures as defined in §3-8-1a of this code. This subsection applies to any
87 written or oral contract or agreement entered into, modified, renewed or extended on or after July
88 1, 2017: *Provided*, That the provisions of this subsection shall not otherwise apply to or abrogate
89 a written or oral contract or agreement or any provisions thereof in effect on or before June 30,
90 2017.

91 ~~(m)~~ (n) Any person violating any provision of this section is guilty of a misdemeanor and,
92 upon conviction thereof, shall be fined not more than \$1,000 or confined in jail for not more than
93 one year, or both fined and confined.

CHAPTER 21. LABOR.

ARTICLE 1A. LABOR-MANAGEMENT RELATIONS ACT FOR THE PRIVATE SECTOR.

§21-1A-4. Unfair labor practices.

1 (a) It shall be an unfair labor practice for an employer:

2 (1) To interfere with, restrain or coerce employees in the exercise of the rights guaranteed
3 in section three of this article;

4 (2) To dominate or interfere with the formation or administration of any labor organization
5 or contribute financial or other support to it: *Provided*, That an employer shall not be prohibited

6 from permitting employees to confer with him or her during working hours without loss of time or
7 pay;

8 (3) By discrimination in regard to hire or tenure of employment or any term or condition of
9 employment, to encourage or discourage membership in any labor organization;

10 (4) To discharge or otherwise discriminate against an employee because he or she has
11 filed charges or given testimony under this article; and

12 (5) To refuse to bargain collectively with the representatives of his or her employees,
13 subject to the provisions of subsection (a), section five of this article.

14 (b) It shall be an unfair labor practice for a labor organization or its agents:

15 (1) To restrain or coerce: (A) Employees in the exercise of the rights guaranteed in section
16 three of this article: *Provided*, That this subdivision shall not impair the right of a labor organization
17 to prescribe its own rules with respect to the acquisition or retention of membership therein; or (B)
18 an employer in the selection of his or her representatives for the purposes of collective bargaining
19 or the adjustment of grievances;

20 (2) To cause or attempt to cause an employer to discriminate against an employee in
21 violation of subdivision (3), subsection (a) of this section or to discriminate against an employee
22 with respect to whom membership in such organization has been denied or terminated on some
23 ground other than his or her failure to tender the periodic dues and the initiation fees uniformly
24 required as a condition of acquiring or retaining membership;

25 (3) To refuse to bargain collectively with an employer, provided it is the representative of
26 his or her employees subject to the provisions of subsection (a), section five of this article;

27 (4) (i) To engage in, or induce or encourage any individual employed by any person to
28 engage in, a strike or a refusal in the course of employment to use, manufacture, process,
29 transport or otherwise handle or work on any goods, articles, materials or commodities or to
30 perform any services; or (ii) to threaten, coerce or restrain any person, where in either case an
31 object thereof is:

32 (A) Forcing or requiring any employer or self-employed person to join any labor or
33 employer organization or to enter into any agreement which is prohibited by subsection (e) of this
34 section;

35 (B) Forcing or requiring any person to cease using, selling, handling, transporting or
36 otherwise dealing in the products of any other producer, processor or manufacturer, or to cease
37 doing business with any other person, or forcing or requiring any other employer to recognize or
38 bargain with a labor organization as the representative of his or her employees unless such labor
39 organization has been certified as the representative of such employees under the provisions of
40 section five of this article: *Provided*, That nothing contained in this paragraph may be construed
41 to make unlawful, where not otherwise unlawful, any primary strike or primary picketing;

42 (C) Forcing or requiring any employer to recognize or bargain with a particular labor
43 organization as the representative of his or her employees if another labor organization has been
44 certified as the representative of such employees under the provisions of section five of this article;

45 (D) Forcing or requiring any employer to assign particular work to employees in a particular
46 labor organization or in a particular trade, craft or class rather than to employees in another labor
47 organization or in another trade, craft or class, unless such employer is failing to conform to an
48 order of certification of the board determining the bargaining representative for employees
49 performing such work: *Provided*, That nothing contained in this subsection shall be construed to
50 make unlawful a refusal by any person to enter upon the premises of any employer, other than
51 his or her own employer, if the employees of such employer are engaged in a strike ratified or
52 approved by a representative of such employees whom such employer is required by law to
53 recognize;

54 (5) To require of employees covered by an agreement authorized under subdivision (3),
55 subsection (a) of this section, the payment, as a condition precedent to becoming a member of
56 such organization, of a fee in an amount which the board finds excessive or discriminatory under
57 all the circumstances. In making such a finding, the board shall consider, among other relevant

58 factors, the practices and customs of labor organizations in the particular industry, and the wages
59 currently paid to the employees affected;

60 (6) To cause or attempt to cause an employer to pay or deliver or agree to pay or deliver
61 any money or other thing of value, in the nature of an exaction, for services which are not
62 performed or not to be performed; and

63 (7) To picket or cause to be picketed, or threaten to picket or cause to be picketed, any
64 employer where an object thereof is forcing or requiring an employer to recognize or bargain with
65 a labor organization as the representative of his or her employees, or forcing or requiring the
66 employees of an employer to accept or select such labor organization as their collective
67 bargaining representative, unless such labor organization is currently certified as the
68 representative of such employees:

69 (A) Where the employer has lawfully recognized in accordance with this article any other
70 labor organization and a question concerning representation may not appropriately be raised
71 under subsection (c), section five of this article;

72 (B) Where within the preceding 12 months a valid election under subsection (c), section
73 five of this article has been conducted; or

74 (C) Where such picketing has been conducted without a petition under subsection (c),
75 section five of this article being filed within a reasonable period of time not to exceed 15 days from
76 the commencement of such picketing: *Provided*, That when such a petition has been filed the
77 board shall forthwith, without regard to the provisions of said subsection or the absence of a
78 showing of a substantial interest on the part of the labor organization, direct an election in such
79 unit as the board finds to be appropriate and shall certify the results thereof. Nothing in this
80 subdivision shall be construed to permit any act which would otherwise be an unfair labor practice
81 under this subsection.

82 (c) The expressing of any views, argument or opinion, or the dissemination thereof,
83 whether in written, printed, graphic or visual form, shall not constitute or be evidence of an unfair

84 labor practice, or be prohibited under this article, if such expression contains no threat of reprisal
85 or force or promise of benefit.

86 (d) For the purposes of this section, to bargain collectively is the performance of the mutual
87 obligation of the employer and the representative of the employees to meet at reasonable times
88 and confer in good faith with respect to wages, hours and other terms and conditions of
89 employment, or the negotiation of an agreement, or any question arising thereunder, and the
90 execution of a written contract incorporating any agreement reached if requested by either party,
91 but such obligation does not compel either party to agree to a proposal or require the making a
92 concession: *Provided*, That where there is in effect a collective bargaining contract covering
93 employees, the duty to bargain collectively shall also mean that no party to such contract shall
94 terminate or modify such contract, unless the party desiring such termination or modification:

95 (1) Gives a written notice to the other party of the proposed termination or modification 60
96 days prior to the expiration date thereof, or in the event such contract contains no expiration date,
97 60 days prior to the time it is proposed to make such termination or modification;

98 (2) Offers to meet and confer with the other party for the purpose of negotiating a new
99 contract or a contract containing the proposed modifications;

100 (3) Notifies the Commissioner of Labor of the existence of a dispute;

101 (4) Continues in full force and effect, without resorting to strike or lockout, all the terms
102 and conditions of the existing contract for a period of 60 days after such notice is given or until
103 the expiration date of such contract, whichever occurs later. The duties imposed upon employers,
104 employees and labor organizations by this subdivision and subdivisions (2) and (3) of this
105 subsection shall become inapplicable upon an intervening certification of the board, under which
106 the labor organization or individual, which is a party to the contract, has been superseded as or
107 ceased to be the representative of the employees subject to the provisions of subsection (a),
108 section five of this article, and the duties so imposed shall not be construed as requiring either
109 party to discuss or agree to any modification of the terms and conditions contained in a contract

110 for a fixed period, if such modification is to become effective before such terms and conditions
111 can be reopened under the provisions of the contract. Any employee who engages in a strike
112 within the 60-day period specified in this subsection shall lose his or her status as an employee
113 of the employer engaged in the particular labor dispute, for the purposes of this section and
114 sections three and five of this article, but such loss of status for such employee shall terminate if
115 and when he or she is reemployed by such employer.

116 (e) It shall be an unfair labor practice for any labor organization and any employer to enter
117 into any contract or agreement, express or implied, whereby such employer ceases or refrains or
118 agrees to cease or refrain from handling, using, selling, transporting or otherwise dealing in any
119 of the products of any other employer, or to cease doing business with any other person and any
120 such contract or agreement entered into heretofore or hereafter shall be to such extent
121 unenforceable and void.

122 (f) It shall be an unfair labor practice for any labor organization to use agency shop fees
123 paid by an individual who is not a member of the organization. The employee may modify or
124 withdraw this authorization in writing, at any time, to take effect on the date such withdrawal or
125 modification is submitted to their employer. For purposes of this section, "agency shop fees" shall
126 mean any dues, fees, assessments or other similar charges, however denominated, of any kind
127 or amount to the labor organization.

ARTICLE 5. WAGE PAYMENT AND COLLECTION.

§21-5-1. Definitions.

1 As used in this article:

2 (a) The term "firm" includes any partnership, association, joint-stock company, trust,
3 division of a corporation, the administrator or executor of the estate of a deceased individual, or
4 the receiver, trustee or successor of any of the same, or officer thereof, employing any person.

5 (b) The term "employee" or "employees" includes any person suffered or permitted to work
6 by a person, firm or corporation.

7 (c) The term “wages” means compensation for labor or services rendered by an employee,
8 whether the amount is determined on a time, task, piece, commission or other basis of calculation.
9 As used in sections four, five, eight-a, 10 and 12 of this article, the term “wages” shall also include
10 then accrued fringe benefits capable of calculation and payable directly to an employee: *Provided*,
11 That nothing herein contained shall require fringe benefits to be calculated contrary to any
12 agreement between an employer and his or her employees which does not contradict the
13 provisions of this article.

14 (d) The term “commissioner” means Commissioner of Labor or his or her designated
15 representative.

16 (e) The term “railroad company” includes any firm or corporation engaged primarily in the
17 business of transportation by rail.

18 (f) The term “special agreement” means an arrangement filed with and approved by the
19 commissioner whereby a person, firm or corporation is permitted upon a compelling showing of
20 good cause to establish regular paydays less frequently than once in every two weeks: *Provided*,
21 That in no event shall the employee be paid in full less frequently than once each calendar month
22 on a regularly established schedule.

23 (g) The term “deductions” includes amounts required by law to be withheld, and amounts
24 authorized for ~~union or club dues~~ pension plans, payroll savings plans, credit unions, charities,
25 and hospitalization and medical insurance.

26 (h) The term “officer” shall include officers or agents in the management of a corporation
27 or firm who knowingly permit the corporation or firm to violate the provisions of this article.

28 (i) The term “wages due” shall include at least all wages earned up to and including the
29 12th day immediately preceding the regular payday.

30 (j) The term “construction” means the furnishing of work in the fulfillment of a contract for
31 the construction, alteration, decoration, painting or improvement of a new or existing building,
32 structure, roadway or pipeline, or any part thereof, or for the alteration, improvement or

33 development of real property: *Provided*, That construction performed for the owner or lessee of a
34 single family dwelling or a family farming enterprise is excluded.

35 (k) The term “minerals” means clay, coal, flagstone, gravel, limestone, manganese, sand,
36 sandstone, shale, iron ore and any other metallurgical ore.

37 (l) The term “fringe benefits” means any benefit provided an employee or group of
38 employees by an employer, or which is required by law, and includes regular vacation, graduated
39 vacation, floating vacation, holidays, sick leave, personal leave, production incentive bonuses,
40 sickness and accident benefits and benefits relating to medical and pension coverage.

41 (m) The term “employer” means any person, firm or corporation employing any employee.

42 (n) The term “doing business in this state” means having employees actively engaged in
43 the intended principal activity of the person, firm or corporation in West Virginia.

NOTE: The purpose of this bill is limit the use of wages and agency shop fees by employers and labor organizations for political activities; prohibit any person from coercing or intimidating any employee into making a political contribution or engaging in any form of political activity; prohibit employers and any other persons responsible for the disbursement of wages and salaries from withholding or diverting any portion of an employee’s wages or salary for political activities without express, written authorization; provide for employee modification or withdrawal of wage withholding or diversion authorization; provide that the prohibition against withholding or diverting wages for political activities applies to any written or oral contract or agreement entered into, modified, renewed or extended on or after July 1, 2017, and shall not otherwise apply or abrogate a written or oral contract or agreement in effect on or before June 30, 2017; provide for criminal penalties; set forth requirements for employees to provide written authorization for disbursement of wages and salaries by an employer or other person for political activities; require the Secretary of State to promulgate forms; define terms “political activities” and “agency shop fees”; modify definition of “deductions” to exclude amounts for union or club dues; and make it an unfair labor practice under the Labor-Management Relations Act for the Private Sector for a labor organization to use agency shop fees paid by nonmembers for political activities, unless expressly authorized by the individual.

Strike-throughs indicate language that would be stricken from a heading or the present law and underscoring indicates new language that would be added.