

## **Quick Update on Dues Deductions**

PERB continues to receive many questions about dues deductions. Here is a brief update on what you need to know about that topic-

- A) Any **new** contract in the state of Iowa **cannot** have a dues deductions provision, even if both management and labor agree to do so. It is a **prohibited** subject of bargaining for all contracts adopted on or after February 17, 2017 (sections 27(1) and 27(2) of House File 291)
- B) Collective bargaining agreements which were in effect **prior** to February 17, 2017, as well as new contracts that were ratified in a ratification election or were the subject of an arbitrator's final determination **prior** to that date remain effective until the agreement expires. This includes dues deduction if such language already exists in the contract.
- C) Any extension of existing contracts that include dues deduction **cannot** include dues deduction in future years beyond the current contract. Dues deduction is being phased out of Iowa.

In summary, **no** negotiations can include dues deductions and **no** contracts being negotiated today can include them. Dues deductions are prohibited. They are only allowed if a contract which meets the terms of point B above included them and will expire whenever those contracts expire.