

Reported Recommending .....  
 Ind. Postponed .....  
 Passed House .....  
 Failed to Pass House.....  
 Passed Senate .....  
 Failed to Pass Senate.....

**House File 124**

January 27, 1947. By KLEMESRUD, REED, DONOHUE, BRYSON,  
 Labor. AINSWORTH, HICKLIN, WEICHMAN and REDMAN.

## A BILL FOR

An Act to make it unlawful to discriminate in the employment of any person either because of membership or non-membership in a labor organization or to require any person to pay dues or other charges to a labor organization as a condition of employment and to make it unlawful to deduct labor organization dues or other charges from the earnings of an employee unless the employee has authorized such deduction as provided in this Act and to prescribe penalties for violations.

*Be It Enacted by the General Assembly of the State of Iowa:*

1 Section 1. It shall be unlawful for any person, firm,  
 2 association or corporation to refuse or deny employment to any  
 3 person because of membership in, or affiliation with, or  
 4 resignation or withdrawal from, a labor union, organization or  
 5 association, or because of refusal to join or affiliate with  
 6 a labor union, organization or association.

1 Sec. 2. It shall be unlawful for any person, firm,  
 2 association, corporation or labor organization to enter into any  
 3 understanding, contract or agreement, whether written or oral,  
 4 to exclude from employment members of a labor union, organization  
 5 or association, or persons who do not belong to, or who refuse  
 6 to join, a labor union, organization or association, or  
 7 because of resignation or withdrawal therefrom.

1     Sec. 3. It shall be unlawful for any person, firm,  
2     association, labor organization or corporation, either  
3     directly or indirectly, or in any manner or by any means  
4     as a prerequisite to or a condition of employment to require  
5     any person to pay dues, charges, fees, contributions, fines  
6     or assessments to any labor union, labor association or  
7     labor organization.

1     Sec. 4. It shall be unlawful for any person, firm,  
2     association, labor organization or corporation to deduct  
3     labor organization dues, charges, fees, contributions,  
4     fines or assessments from an employee's earnings, wages  
5     or compensation, unless the employer has first been  
6     presented with an individual written order thereof signed  
7     and acknowledged before a notary public by the employee,  
8     which written order shall be terminable at any time by the  
9     employee giving at least thirty days written notice of such  
10    termination to the employer.

1     Sec. 5. Any person, firm, association, labor organization,  
2     or corporation or any director, officer, representative, agent  
3     or member thereof, who shall violate any of the provisions of  
4     this Act or who shall aid and abet in such violation shall be  
5     deemed guilty of a misdemeanor and shall upon conviction thereof  
6     be punished by a fine of not less than five hundred dollars and  
7     not more than two thousand dollars or by imprisonment in the  
8     county jail for a period of not less than ten days and not

- 9 exceeding six months or by both such fine and imprisonment.
- 10 Each violation shall constitute a separate offense.

EXPLANATION OF H. F. 124

This bill prohibits discriminations in employment of persons because they belong to a union or because they do not belong to a union. It also prohibits the making of contracts or agreements which would exclude and discriminate against the employment of persons who are members of a union or who are not members of a union. The bill also makes it unlawful to require the payment of dues to a labor union as a condition of employment and makes it unlawful to collect dues from employees for a labor union unless the employer is first authorized to do so in writing. The bill makes violations crimes and prescribes punishment therefor.