

FIRST REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NOS. 116 & 569**  
**98TH GENERAL ASSEMBLY**

0562H.02C

D. ADAM CRUMBLISS, Chief Clerk

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**AN ACT**

To amend chapter 290, RSMo, by adding thereto one new section relating to labor organizations.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be  
2 known as section 290.591, to read as follows:

**290.591. 1. All people shall be guaranteed the freedom to work without being  
2 required to join or pay dues to any labor organization as a condition or continuation of  
3 employment. To this end, subsections 2 and 3 of this section shall apply to labor  
4 organizations, employers, and employees.**

**5 2. Except in instances when this section conflicts with or is preempted by federal  
6 law, no person shall be required as a condition or continuation of employment to:**

**7 (1) Become or refrain from becoming a member of a labor organization;**

**8 (2) Pay any dues, fees, assessments, or other similar charges, however denominated,  
9 of any kind or amount to a labor organization; or**

**10 (3) Pay to any charity or other third party any amount equivalent to, or on a pro  
11 rata basis, any dues, fees, assessments, or other charges required of members of a labor  
12 organization, in lieu of the payments listed under subdivision (2) of this subsection.**

**13 3. Any agreement, understanding, or practice, written or oral, implied or expressed,  
14 between any labor organization and employer that violates the rights of employees as  
15 guaranteed under this section is declared to be unlawful, null and void, and of no legal  
16 effect.**

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EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.