

# **WEST VIRGINIA LEGISLATURE**

## **2017 REGULAR SESSION**

**Introduced**

### **Senate Bill 645**

BY SENATORS JEFFRIES, BEACH, OJEDA, PLYMALE,

PREZIOSO, STOLLINGS AND UNGER

[Introduced March 17, 2017; Referred  
to the Committee on the Workforce; and then to the  
Committee on the Judiciary]

1 A BILL to amend and reenact §21-5G-2 of the Code of West Virginia, 1931, as amended, relating  
 2 to an employer’s right to require training of employees; and clarifying that state law does  
 3 not preclude an employer from requiring employee training as a condition of employment.

*Be it enacted by the Legislature of West Virginia:*

1 That §21-5G-2 of the Code of West Virginia, 1931, as amended, be amended and  
 2 reenacted to read as follows:

**ARTICLE 5G. WEST VIRGINIA WORKPLACE FREEDOM ACT.**

**§21-5G-2. Individual’s right to refrain from affiliating with a labor organization; employer’s  
 right to require training.**

1 (a) A person may not be required, as a condition or continuation of employment, to:

2 (1) Become or remain a member of a labor organization;

3 (2) Pay any dues, fees, assessments or other similar charges, however denominated, of  
 4 any kind or amount to any labor organization; or

5 (3) Pay any charity or third party, in lieu of those payments, any amount that is equivalent  
 6 to or a pro rata portion of dues, fees, assessments or other charges required of members of a  
 7 labor organization.

8 (b) Nothing contained in this article or any other provision of this code precludes an  
 9 employer from requiring, as a condition of employment, or continuation of employment,  
 10 completion of employer-required training that is pertinent to the employee’s employment.

NOTE: The purpose of this bill is to clarify that employers may require employees to participate in required training.

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