

WEST VIRGINIA LEGISLATURE

2018 REGULAR SESSION

Committee Substitute

for

Senate Bill 335

BY SENATORS KARNES, WELD, BOSO, BLAIR, RUCKER,

CLINE, AND FERNS

[Originating in the Committee on the Judiciary;

reported on February 6, 2018]

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 and §21-5-3 of
3 said code, all relating to withholding or diverting an employee's wages or salary;
4 prohibiting any person from coercing or intimidating any employee into making a political
5 contribution or engaging in any form of political activity; prohibiting employers and any
6 other persons responsible for the disbursement of wages and salaries from withholding or
7 diverting any portion of an employee's wages or salary for political activities without
8 express, written authorization; providing that the prohibition against withholding or
9 diverting wages for political activities applies to any written or oral contract or agreement
10 entered into, modified, renewed, or extended on or after July 1, 2018, and shall not
11 otherwise apply or abrogate a written or oral contract or agreement in effect on or before
12 June 30, 2018; providing that certain violations are not subject to civil and criminal
13 penalties; providing that certain violations are governed under the Wage Payment and
14 Collections Act; making it an unfair labor practice under the Labor-Management Relations
15 Act for the Private Sector for a labor organization to use agency shop fees paid by
16 nonmembers for political activities unless affirmatively authorized by the individual;
17 providing that an authorization is valid for no more than 12 months from the date it is made;
18 defining "agency shop fees"; providing that the provisions shall not otherwise apply to or
19 abrogate a written or oral contract of agreement or any provisions in effect on or before
20 June 30, 2018; modifying the definitions of "wages", "deductions", and "fringe benefits";
21 removing the requirement that an assignment or order be acknowledged by the party
22 making the same before a notary public or other official authorized to take
23 acknowledgments; requiring that an assignment or order shall be in writing; and providing
24 that the changes made to the assignment of wages during the regular session of the
25 Legislature, 2018, apply to any written or oral contract or agreement entered into,

26 modified, renewed, or extended on or after July 1, 2018, and shall not otherwise apply or
27 abrogate a written or oral contract or agreement in effect on or before June 30, 2018.

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
34 support of or opposition to any candidate or any political party in any election.

35 (f) Except as provided in §3-8-8 of this code, a person may not, directly or indirectly, make
36 any contribution in excess of the value of \$1,000 in connection with any campaign for nomination
37 or election to or on behalf of any statewide office, in connection with any other campaign for
38 nomination or election to or on behalf of any other elective office in the state or any of its
39 subdivisions, or in connection with or on behalf of any person engaged in furthering, advancing,
40 supporting, or aiding the nomination or election of any candidate for any of the offices.

41 (g) A political organization (as defined in Section 527(e)(1) of the Internal Revenue Code
42 of 1986, as amended) may not solicit or accept contributions until it has notified the Secretary of
43 State of its existence and of the purposes for which it was formed. During the two-year election

44 cycle, a political organization (as defined in Section 527(e)(1) of the Internal Revenue Code of
45 1986, as amended) may not accept contributions totaling more than \$1,000 from any one person
46 prior to the primary election and contributions totaling more than \$1,000 from any one person
47 after the primary and before the general election.

48 (h) It is unlawful for any person to create, establish, or organize more than one political
49 organization (as defined in Section 527(e)(1) of the Internal Revenue Code of 1986, as amended)
50 with the intent to avoid or evade the contribution limitations contained in §3-8-12(g) of this code.

51 (i) Notwithstanding the provisions of §3-8-12(f) of this code to the contrary, a person may
52 not, directly or indirectly, make contributions to a state party executive committee or state party
53 legislative caucus committee which, in the aggregate, exceed the value of \$1,000 in any calendar
54 year.

55 (j) The limitations on contributions contained in this section do not apply to transfers
56 between and among a state party executive committee or a state party legislative caucus political
57 committee from national committees of the same political party: *Provided*, That transfers permitted
58 by this subsection may not exceed \$50,000 in the aggregate in any calendar year to any state
59 party executive committee or state party legislative caucus political committee: *Provided*,
60 *however*, That the moneys transferred may only be used for voter registration and get-out-the-
61 vote activities of the state committees.

62 (k) A person may not solicit any contribution, other than contributions to a campaign for or
63 against a county or local government ballot issue, from any nonelective salaried employee of the
64 state government or of any of its subdivisions: *Provided*, That in no event may any person acting
65 in a supervisory role solicit a person who is a subordinate employee for any contribution.

66 (l) A person may not coerce or intimidate any ~~nonelective salaried~~ employee into making
67 a contribution. A person may not coerce or intimidate any ~~nonsalaried~~ employee of the ~~state~~
68 ~~government or any of its subdivisions~~ into engaging in any form of political activity. The provisions
69 of this subsection may not be construed to prevent any employee from making a contribution or

70 from engaging in political activity voluntarily without coercion, intimidation, or solicitation.

71 ~~(j)~~ (m) A person may not solicit a contribution from any other person without informing the
72 other person at the time of the solicitation of the amount of any commission, remuneration, or
73 other compensation that the solicitor or any other person will receive or expect to receive as a
74 direct result of the contribution being successfully collected. Nothing in this subsection may be
75 construed to apply to solicitations of contributions made by any person serving as an unpaid
76 volunteer.

77 ~~(k)~~ (n) A person may not place any letter, circular, flyer, advertisement, election
78 paraphernalia, solicitation material, or other printed or published item tending to influence voting
79 at any election in a roadside receptacle unless it is: (1) Approved for placement into a roadside
80 receptacle by the business or entity owning the receptacle; and (2) contains a written
81 acknowledgment of the approval. This subsection does not apply to any printed material
82 contained in a newspaper or periodical published or distributed by the owner of the receptacle.
83 The term "roadside receptacle" means any container placed by a newspaper or periodical
84 business or entity to facilitate home or personal delivery of a designated newspaper or periodical
85 to its customers.

86 (o) An employer or any other person or entity responsible for the disbursement of funds in
87 payment of wages or salary may not withhold or divert any portion of an employee's wages or
88 salary for use as contributions to any candidate or political committee or for any other political
89 purposes as defined in §3-8-1a of this code except by a written assignment in accordance with
90 §21-5-3 of this code. This subsection applies to any written or oral contract or agreement entered
91 into, modified, renewed, or extended on or after July 1, 2018: *Provided, That the provisions of*
92 this subsection shall not otherwise apply to or abrogate a written or oral contract or agreement or
93 any provisions thereof in effect on or before June 30, 2018: *Provided, however, That a violation*
94 of this subsection is not subject to the civil and criminal penalties contained in this section, but
95 any such violation shall be governed by the provisions of §21-5-1 *et seq.* of this code.

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

99 ~~(e)~~ The provisions of subsection ~~(k)~~ of this section, permitting contributions to a campaign
100 for or against a county or local government ballot issue shall become operable on and after
101 January 1, 2005.

102 ~~(p)~~ (q) The limitations on contributions established by §3-8-12(g) of this code do not apply
103 to contributions made for the purpose of supporting or opposing a ballot issue, including a
104 constitutional amendment.

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 §21-1A-3 of this code;

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 §21-1A-5(a) of this code.

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 §21-
16 1A-3 of this code: *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 §21-1A-4(a)(3) of this code or to discriminate against an employee with respect to
22 whom membership in such organization has been denied or terminated on some ground other
23 than his or her failure to tender the periodic dues and the initiation fees uniformly required as a
24 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 §21-1A-5(a) of this code;

27 (4) (i) To engage in, 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

31 (ii) To threaten, coerce, or restrain any person, where in either case an 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 §21-1A-4(e) of this
34 code;

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 §21-1A-5 of this code: *Provided*, That nothing contained in this paragraph may be construed to
41 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 §21-1A-5 of this code;

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 §21-1A-4(a) of
55 this code, the payment, as a condition precedent to becoming a member of such organization, of
56 a fee in an amount which the board finds excessive or discriminatory under all the circumstances.
57 In making such a finding, the board shall consider, among other relevant factors, the practices
58 and customs of labor organizations in the particular industry, and the wages currently paid to the
59 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 §21-1A-5(c) of this code;

72 (B) Where within the preceding 12 months a valid election under §21-1A-5(c) of this code
73 has been conducted; or

74 (C) Where such picketing has been conducted without a petition under §21-1A-5(c) of this
75 code being filed within a reasonable period of time not to exceed 15 days from the commencement
76 of such picketing: *Provided*, That when such a petition has been filed the board shall forthwith,
77 without regard to the provisions of §21-1A-5(c) of this code or the absence of a showing of a
78 substantial interest on the part of the labor organization, direct an election in such unit as the
79 board finds to be appropriate and shall certify the results thereof. Nothing in this subdivision shall
80 be construed to permit any act which would otherwise be an unfair labor practice under this
81 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 of
92 a 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 §21-1A-4(d)(2) and §21-1A-4(d)(3) of
105 this code 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 §21-1A-5 of this
108 code, and the duties so imposed shall not be construed as requiring either party to discuss or
109 agree to any modification of the terms and conditions contained in a contract for a fixed period, if
110 such modification is to become effective before such terms and conditions can be reopened under
111 the provisions of the contract. Any employee who engages in a strike within the 60-day period
112 specified in this subsection shall lose his or her status as an employee of the employer engaged
113 in the particular labor dispute, for the purposes of this section and §21-1A-3 and §21-1A-5 of this
114 code, but such loss of status for such employee shall terminate if and when he or she is
115 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 to make any contributions or
124 expenditures to influence an election or to operate a political committee, unless affirmatively
125 authorized by the individual. Any such authorization is valid for no more than 12 months from the
126 date it is made by the individual. For purposes of this section, "agency shop fees" shall mean any
127 dues, fees, assessments, or other similar charges, however denominated, of any kind or amount
128 to the labor organization: *Provided*, That the provisions of this subsection shall not otherwise apply
129 to or abrogate a written or oral contract or agreement or any provisions thereof in effect on or
130 before June 30, 2018.

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
9 calculation. As used in §21-5-4, §21-5-5, §21-5-8a, and §21-5-10, ~~and §21-5-12~~ of this code, the
10 term "wages" shall also include then accrued fringe benefits capable of calculation and payable

11 directly to an employee: *Provided*, That nothing herein contained shall require fringe benefits to
12 be calculated contrary to any agreement between an employer and his or her employees which
13 does not contradict the 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 twelfth 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, but is not limited to, benefits
39 provided pursuant to any welfare plan or pension plan, subject to the Employee Retirement
40 Income Security Act of 1974 in which the employee is a participant, including, but not limited to,
41 benefits for medical, surgical, or hospital care, sickness, accident, disability or death,
42 unemployment, vacation, holidays, apprenticeship or training, day care, education, prepaid legal
43 services, severance, and retirement or post retirement. ~~regular vacation, graduated vacation,~~
44 ~~floating vacation, holidays, sick leave, personal leave, production incentive bonuses, sickness~~
45 ~~and accident benefits and benefits relating to medical and pension coverage.~~

46 (m) The term "employer" means any person, firm, or corporation employing any employee.

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

§21-5-3. Payment of wages by employers other than railroads; assignments of wages.

1 (a) Every person, firm, or corporation doing business in this state, except railroad
2 companies as provided in §21-5-1 of this code, shall settle with its employees at least twice every
3 month and with no more than 19 days between settlements, unless otherwise provided by special
4 agreement, and pay them the wages due, less authorized deductions and authorized wage
5 assignments, for their work or services.

6 (b) Payment required in §21-5-3(a) of this code shall be made:

7 (1) In lawful money of the United States;

8 (2) By cash order as described and required in §21-5-4 of this code;

9 (3) By deposit or electronic transfer of immediately available funds into an employee's
10 payroll card account in a federally insured depository institution. The term "payroll card account"
11 means an account in a federally insured depository institution that is directly or indirectly
12 established through an employer and to which electronic fund transfers of the employee's wages,
13 salary, commissions, or other compensation are made on a recurring basis, whether the account

14 is operated or managed by the employer, a third-party payroll processor, a depository institution
15 or another person. "Payroll card" means a card, code, or combination thereof or other means of
16 access to an employee's payroll card account, by which the employee may initiate electronic fund
17 transfers or use a payroll card to make purchases or payments. Payment of employee
18 compensation by means of a payroll card must be agreed upon in writing by both the person, firm,
19 or corporation paying the compensation, and the person being compensated; or

20 (4) By any method of depositing immediately available funds in an employee's demand or
21 time account in a bank, credit union, or savings and loan institution that may be agreed upon in
22 writing between the employee and such person, firm, or corporation, which agreement shall
23 specifically identify the employee, the financial institution, the type of account, and the account
24 number: *Provided*, That nothing herein contained shall be construed in a manner to require any
25 person, firm, or corporation to pay employees by depositing funds in a financial institution.

26 (c) If at any time of payment any employee shall be absent from his or her regular place
27 of labor and shall not receive his or her wages through a duly authorized representative, he or
28 she shall be entitled to payment at any time thereafter upon demand upon the proper paymaster
29 at the place where his or her wages are usually paid and where the next pay is due.

30 (d) Nothing herein contained shall affect the right of an employee to assign part of his or
31 her claim against his or her employer except as in §21-5-3(e) of this code.

32 (e) No assignment of or order for future wages shall be valid for a period exceeding one
33 year from the date of the assignment or order. An assignment or order shall be ~~acknowledged by~~
34 ~~the party making the same before a notary public or other officer authorized to take~~
35 ~~acknowledgments, and any order or assignment shall~~ in writing and specify thereon the total
36 amount due and collectible by virtue of the same and three fourths of the periodical earnings or
37 wages of the assignor shall at all times be exempt from such assignment or order and no
38 assignment or order shall be valid which does not so state upon its face: *Provided*, That no such
39 order or assignment shall be valid unless the written acceptance of the employer of the assignor

40 to the making thereof is endorsed thereon. ~~Provided, however, That nothing herein contained~~
41 ~~shall be construed as affecting the right of employer and employees to agree between themselves~~
42 ~~as to deductions to be made from the payroll of employees~~ The changes to this section which
43 were adopted by the regular session of the Legislature, 2018, in this bill apply to any written or
44 oral contract or agreement entered into, modified, renewed, or extended on or after July 1, 2018:
45 Provided, however, That the provisions of this subsection shall not otherwise apply to or abrogate
46 a written or oral contract or agreement or any provisions thereof in effect on or before June 30,
47 2018.