

# SB0327S01 compared with SB0327

~~{Omitted text}~~ shows text that was in SB0327 but was omitted in SB0327S01

inserted text shows text that was not in SB0327 but was inserted into SB0327S01

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## Public Sector Labor Organization Definition Amendments

2025 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Lincoln Fillmore**

House Sponsor:

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### LONG TITLE

#### General Description:

This bill modifies the state labor code.

#### Highlighted Provisions:

This bill:

- defines terms related to public sector labor organizations;
- includes a coordination clause to have the changes in this bill supersede Section 34-32-101 in H.B. 267, Public Sector Labor Union Amendments, if both pass and become law; and
- makes technical and conforming changes.

#### Money Appropriated in this Bill:

None

#### Other Special Clauses:

This bill provides a special effective date.

This bill provides a coordination clause.

#### REPEALS AND REENACTS:

SB0327

## SB0327 compared with SB0327S01

**34-32-101** , as last amended by Laws of Utah 2025, Chapter 10 , as last amended by Laws of Utah 2025, Chapter 10

21 **Utah Code Sections affected by Coordination Clause:**

22 **34-32-101** , as last amended by Laws of Utah 2025, Chapter 10 , as last amended by Laws of Utah 2025, Chapter 10

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24 *Be it enacted by the Legislature of the state of Utah:*

25 Section 1. Section **34-32-101** is repealed and re-enacted to read:

26 **34-32-101. Definitions.**

27 (1)

(a) "Labor organization" means a formal organization of any kind that:

28 (i) is independent of the public employer; and

29 (ii) exists for the purpose, in whole or in part, of dealing with public employers concerning  
30 grievances, labor disputes, wages, rates of pay, hours of employment, or other terms and  
conditions of employment.

31 (b) Except as provided in Subsection (1)(c), "labor organization" includes:

32 (i) a labor union, an employee council, or a worker committee; and

33 (ii) an employee association or a union for employees of both public sector and private sector  
34 employers.

35 (c) "Labor organization" does not include:

36 (i) an organization that has entered into a labor agreement or labor protective agreement under the  
37 Urban Mass Transportation Act, 49 U.S.C. Sec. 5333(b); or

38 (ii) an organization that performs a public employer's internal functions, such as human resources  
39 or legal services, whether performed directly by the public employer or through a third-party  
40 contractor.

41 (2) "Member" means a public employee who is a member of a labor organization.

42 (3) "Political purposes" means an act done with the intent or in a way to influence or tend to influence,  
43 directly or indirectly, an individual to refrain from voting or to vote for or against any candidate for  
44 public office at any caucus, political convention, primary, or election.

45 (4) "Public employee" means an individual employed by a public employer.

46 (5) "Public employer" means an employer that is:

## SB0327 compared with SB0327S01

- 50 (a) the state of Utah or any administrative subunit of the state;  
51 (b) a state institution of higher education; or  
52 (c) a county, a municipality, a special district, a special service district, a local education agency as  
defined in Section 53E-1-102, or any other political subdivision of the state.  
54 (6) "Public money" means the same as that term is defined in Section 76-1-101.5.  
55 (7)  
(a) "Public property" means real property, personal property, or intellectual property that is owned,  
held, or managed by a public employer.  
57 (b) "Public property" includes a website, computer program, record, or data that is owned, held, or  
managed by a public employer.  
59 (8) "Representative" means a labor organization representative.  
60 (9)  
(a) "Union activity" means an activity that a labor organization, a member, or a representative performs  
that relates to:  
62 (i) advocating the general interests of members in wages, benefits, or terms and conditions of  
employment;  
64 (ii) enforcing the labor organization's internal policies and procedures;  
65 (iii) fulfilling the labor organization's obligations; or  
66 (iv) advancing the labor organization's external relations.  
67 (b) "Union activity" does not include:  
68 (i) advocating for a public employee in a specific employment dispute; or  
69 (ii) performing a public employer's internal functions, such as human resources or legal services,  
whether performed directly by the public employer or through a third-party contractor.  
72 (10) "Union dues" means dues, fees, assessments, or other money required as a condition of  
membership or participation in a labor organization.  
74 Section 2. **Effective date.**  
This bill takes effect:  
76 (1) on July 1, 2025, if Section 34A-32-101 of H.B. 267, Public Sector Labor Union Amendments, goes  
into effect on July 1, 2025, without a stay;  
78 (2) upon the lifting of the temporary stay, if there is a temporary stay on Section 34A-32-101 of H.B.  
267 on July 1, 2025; or

## SB0327 compared with SB0327S01

80 (3) on the date provided in Subsection 20A-7-311(3) if the voters approve H.B. 267, Public Sector Labor Union Amendments, through a referendum.

82 Section 3. **Coordinating S.B. 327 with H.B. 267.**

If S.B. 327, Public Sector Labor Organization Definition Amendments, and H.B. 267, Public Sector Labor Union Amendments, both pass and become law, the Legislature intends that, on the effective date of S.B. {X-} 327, the repeal and reenactment of Section 34-32-101 in S.B.

{X-} 327 supersede the amendments to Section 34-32-101 (renumbered from Section 34-32-1) in {H.B.-}

H.B. 267.

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