

SB0327S04 compared with SB0327S03

{Omitted text} shows text that was in SB0327S03 but was omitted in SB0327S04

inserted text shows text that was not in SB0327S03 but was inserted into SB0327S04

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1 **Public Sector Labor Organization ~~{Definition}~~ Amendments**
2025 GENERAL SESSION
STATE OF UTAH
Chief Sponsor: Lincoln Fillmore
House Sponsor: Karen M. Peterson



2
3 **LONG TITLE**

4 **General Description:**

5 This bill modifies the state labor code.

6 **Highlighted Provisions:**

7 This bill:

- 8 ▶ defines terms related to public sector labor organizations;
- 9 ▶ provides that private employees have a right to collectively bargain with their employers;
- 9 ▶ includes a coordination clause to have the changes to Section 34-32-101 in this bill supersede Section 34-32-101 in H.B. 267, Public Sector Labor Union Amendments, if both pass and become law; and

12 ▶ makes technical and conforming changes.

14 **Money Appropriated in this Bill:**

15 None

16 **Other Special Clauses:**

17 This bill provides a special effective date.

18 This bill provides a coordination clause.

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20 AMENDS:

21 **34-34-16 , as enacted by Laws of Utah 1969, Chapter 85 , as enacted by Laws of Utah 1969,**
22 **Chapter 85**

22 REPEALS AND REENACTS:

23 **34-32-101** , as last amended by Laws of Utah 2025, Chapter 10 , as last amended by Laws of Utah
24 2025, Chapter 10

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

25 **34-32-101** , as last amended by Laws of Utah 2025, Chapter 10 , as last amended by Laws of Utah
26 2025, Chapter 10

26

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

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 Section **34-32-101** is repealed and re-enacted to read:

29 **34-32-101. Definitions.**

30 (1)

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

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

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

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

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

35 (ii) an employee association or a union for employees of {either} public sector or private sector
employers.

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

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

40 (ii) an organization that is not an employee association or **a** union for employees that performs 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; or

44 (iii) organizations governed by the National Labor Relations Act, 29 U.S.C. Sec. 151 et seq. or the
Railroad Labor Act, 45 U.S.C. Sec. 151 et seq.

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- 46 (2) "Member" means a public employee who is a member of a labor organization.
- 47 (3) "Political purposes" means an act done with the intent or in a way to influence or tend to influence, directly or indirectly, an individual to refrain from voting or to vote for or against any candidate for public office at any caucus, political convention, primary, or election.
- 51 (4) "Public employee" means an individual employed by a public employer.
- 52 (5) "Public employer" means an employer that is:
- 53 (a) the state of Utah or any administrative subunit of the state;
- 54 (b) a state institution of higher education; or
- 55 (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.
- 57 (6) "Public money" means the same as that term is defined in Section 76-1-101.5.
- 58 (7)
- (a) "Public property" means real property, personal property, or intellectual property that is owned, held, or managed by a public employer.
- 60 (b) "Public property" includes a website, computer program, record, or data that is owned, held, or managed by a public employer.
- 62 (8) "Representative" means a labor organization representative.
- 63 (9)
- (a) "Union activity" means an activity that a labor organization, a member, or a representative performs that relates to:
- 65 (i) advocating the general interests of members in wages, benefits, or terms and conditions of employment;
- 67 (ii) enforcing the labor organization's internal policies and procedures;
- 68 (iii) fulfilling the labor organization's obligations;
- 69 (iv) advancing the labor organization's external relations; or
- 70 (v) union organizing.
- 71 (b) "Union activity" does not include:
- 72 (i) advocating for a public employee in a specific employment dispute; or
- 73 (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 that is not an employee association or union.

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76 (10) "Union dues" means dues, fees, assessments, or other money required as a condition of
membership or participation in a labor organization.

78 (11) "Union organizing" means communicating with a public employee in an effort to persuade the
public employee to join or support a labor organization.

83 Section 2. Section 34-34-16 is amended to read:

84 **34-34-16. Right to bargain collectively not denied.**

Nothing in this chapter shall be construed to deny the right of private employees to bargain collectively with their employer by and through labor unions, labor organizations or any other type of associations.

88 Section 3. **Effective date.**

Effective Date.

~~{This bill takes effect:}~~

82 ~~{(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;}}

84 ~~{(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}}

86 ~~{(3)}~~ (1) {on the date} Except as provided in Subsection {20A-7-311(3) if the voters approve} (2),
this bill takes effect on the same date as H.B. 267, Public Sector Labor Union Amendments{;
through a referendum}.

91 (2) If H.B. 267, Public Sector Labor Union Amendments, does not go into effect, S.B. 327, Public
Sector Labor Organization Amendments, does not go into effect.

93 Section 4. **Coordinating S.B. 327 with H.B. 267.**

If S.B. 327, Public Sector Labor Organization ~~{Definition}~~ Amendments, and H.B. 267, Public
~~{Public}~~ Sector Labor Union Amendments, both pass and become law, the Legislature intends

that, on

~~{that, on}~~ the effective date of S.B. 327, the repeal and reenactment of Section 34-32-101 in S.B.

327

~~{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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