

SB0327S03 compared with SB0327S01

~~{Omitted text}~~ shows text that was in SB0327S01 but was omitted in SB0327S03
inserted text shows text that was not in SB0327S01 but was inserted into SB0327S03

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Public Sector Labor Organization Definition Amendments

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Lincoln Fillmore

House Sponsor:Stephen L. Whyte

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	▸ 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
12	▸ makes technical and conforming changes.
13	Money Appropriated in this Bill:
14	None
15	Other Special Clauses:
16	This bill provides a special effective date.
17	This bill provides a coordination clause.
19	REPEALS AND REENACTS:
20	

SB0327S01 compared with SB0327S03

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

Utah Code Sections affected by Coordination Clause:

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

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

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 Section **34-32-101** is repealed and re-enacted to read:

34-32-101. Definitions.

(1)

(a) "Labor organization" means { ~~a formal~~ } an organization of any kind that:

(i) is independent of the public employer; and

(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.

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

(i) a labor union, an employee council, or a worker committee; { ~~and~~ } or

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

(c) "Labor organization" does not include:

(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); { ~~or~~ }

(ii) an organization that ~~is not an employee association or 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

(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.

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

(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.

SB0327S01 compared with SB0327S03

- 48 (4) "Public employee" means an individual employed by a public employer.
49 (5) "Public employer" means an employer that is:
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{-}; or
70 (v) union organizing.
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 contractorthat is not an
employee association or union.
72 (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.

SB0327S01 compared with SB0327S03

80 Section 2. **Effective date.**

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
- 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.

88 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. 327, the repeal and reenactment of Section 34-32-101 in S.B.
327 supersede the amendments to Section 34-32-101 (renumbered from Section 34-32-1) in
H.B. 267.

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