



ISSUE BRIEF

The Utah Education Association is a professional association representing more than 18,000 licensed educators working in every school district in the state and has represented educators for more than 150 years.

HB 285 Labor Union Amendments (Rep. Teuscher) **UEA OPPOSES HB 285 Labor Union Amendments**

Why UEA Opposes HB 285

The bill undermines employee rights and representation through big government interfering in how educators choose to manage their own paychecks. This is contrary to the principles of individual freedom and personal choice.

Specifically, HB 285:

- **Prohibits employers from providing payroll deduction of professional association dues for employees requesting it (lines 90-97).**
 - Targets association membership dues only. Discriminates against association members because no other payroll deductions or contributions are prohibited (e.g., charitable contributions or bank loans).
- **Requires “recertification” every three years in order for a professional association to represent employees with the employer (lines 49-52).**
 - Utah is a right-to-work state. There is no requirement for an employee to join a professional association. Every association member has voluntarily joined to be represented by their preferred association and can end their membership at any time.
- **Requires an association report to the employer and/or state auditor the number of members in the organization and a particular bargaining unit (lines 118-121).**
 - Because employees can choose to be represented by the professional association of their choice, it is irrelevant how many members are represented in a particular bargaining unit.
- **Limits certain access by a professional association to public property (lines 179-197).**
 - Excludes labor organizations from the same access to public property as other organizations or members of the public because of who they represent.