



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.

January 29, 2024

HB 285 Sub 2: Labor Union Amendments Rep. Jordan Teuscher (R - Dist. 44)

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 public employers from providing payroll deduction of labor organization dues for employees unless an employee affirmatively opts-in every year (lines 119-126).**
 - Discriminates against labor organization members because no other payroll deductions or contributions are prohibited (e.g., bank loans, charitable contributions, gym membership).
- **Requires “recertification” every five years for a labor organization to represent employees with the employer (lines 64-67).**
 - Utah is a right-to-work state. There is no requirement for an employee to join any labor organization. There is no requirement for a public employer to recognize any labor organization. Every member voluntarily joins their preferred organization and can end their membership at any time.
- **Requires a labor organization report to the employer or state auditor the number of members in the organization and particular bargaining unit (lines 139-142).**
 - Because no public employer is required to recognize or work with any labor organization, it’s irrelevant to report how many members belong to a private organization.
- **Limits certain access by a labor organization to public property (lines 204-205 and 222-223).**
 - Sets unclear rules for access by a labor organization to public property because of who they represent.