

# HB 267

## Public Sector Labor Union



# The Bill Requires...

Starting July 1, 2025:

- Public employers will no longer recognize a labor organization as a bargaining agent for public employees and may not enter into collective bargaining contracts.
- Public employers will not enter into a new collective bargaining agreement or renew, extend, or modify an existing collective bargaining agreement.
- Public money or property will not be used to assist, promote, or deter union organizing or administration.
- New labor organization employees will not be able to participate in URS.
- State risk management will acquire and administer professional liability insurance on behalf of K-12 employees.



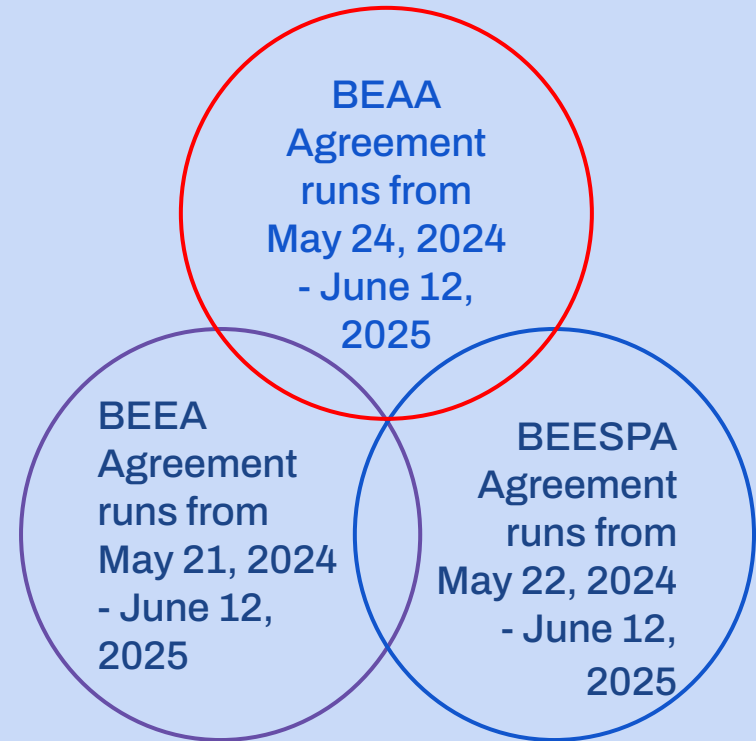
## What the bill does not require...

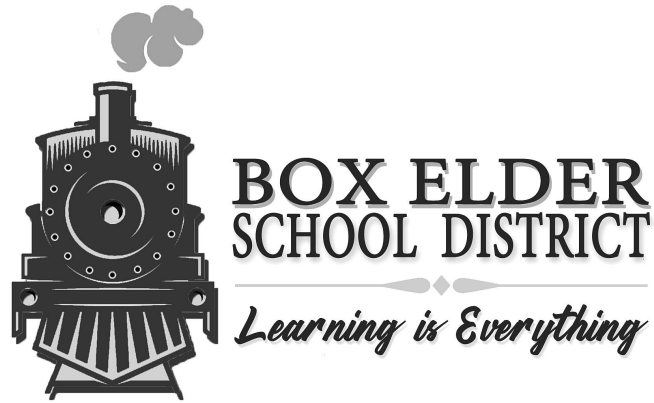
- It does NOT require that labor organizations be prohibited from continuing to exist.
- It does NOT require that public employers refrain from engaging in ongoing discussions regarding conditions of employment, salary, and benefits with labor organizations.
- It does NOT prohibit public employers from inviting other employee groups to the table.
- It does NOT impact current labor organizations employees from participating in URS.
- It does NOT impact or terminate our current negotiated agreements with BEAA, BEEA, and BEESPA.

# Current Agreements

The bill allows a public employer to continue whatever agreement is in place on May 7, 2025 to the expiration of the agreement.

Once the agreements expire, we are prohibited from entering into new collective bargaining agreements.





# Plans Moving Forward

**We are committed to employee voice and will continue to seek input by holding...**

Listening Sessions - Where the agenda will be open, all employees may attend, and the district will listen and respond at a later meeting.

Information Sessions - Where information will be provided, including answers from the previously held listening session.

Surveys - Faculty and Staff will continue to receive surveys relative to working conditions.

**We want to ensure that all employees have a voice and their feedback will remain vital in decision-making.**