



GOVERNOR'S OFFICE OF  
BUDGET AND PROGRAM PLANNING

## Fiscal Note 2027 Biennium

Bill#/Title: SB0376.01: Establish a right to work act

Primary Sponsor: Mark Noland

Status: As Introduced

☐ Included in the Executive Budget

☐ Needs to be included in HB 2

☐ Significant Local Gov Impact

☐ Significant Long-Term Impacts

☐ Technical Concerns

☐ Dedicated Revenue Form Attached

### FISCAL SUMMARY

	<u>FY 2026 Difference</u>	<u>FY 2027 Difference</u>	<u>FY 2028 Difference</u>	<u>FY 2029 Difference</u>
<b>Expenditures</b>				
General Fund (01)	\$0	\$0	\$0	\$0
<b>Revenues</b>				
General Fund (01)	\$0	\$0	\$0	\$0
<b>Net Impact</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
<b>General Fund Balance</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

### Description of fiscal impact

SB 376 creates the Worker Freedom Act, which provides an employee with the choice on whether to join a labor organization. There is no fiscal impact to the state.

### FISCAL ANALYSIS

#### Assumptions

#### Department of Labor and Industry

1. The passage of SB 376 may result in an increase in both Unfair Labor Practice complaints and mediations within the DLI Dispute Resolution (DR) unit. However, this is difficult to quantify. DR will utilize existing resources with DLI to cover costs associated with SB 376. There will be no fiscal impact to the state.

#### Department of Administration

2. There is no direct impact to DOA. Some agencies would need to print and post the notice referenced in the bill and provide it to employees at the beginning and end of employment. However, there are several required workplace notices that agencies already post and share with employees, and it is assumed that this notice would be added to that process.
3. Additionally, there are penalties in the bill if found in violation, but that would only occur if an agency violated sections 1-10 in the bill. It is assumed that all agencies will comply and penalties will not be incurred.

NO SPONSOR SIGNATURE

3/3

Sponsor's Initials

Date



Budget Director's Initials

3/1/2025

Date