

HOUSE BILL NO. HB0178

Public unions-transparency and dues withdrawal limitations.

Sponsored by: Representative(s) Williams, Bear and
Haroldson and Senator(s) Boner, Hicks,
Pearson and Steinmetz

A BILL

for

1 AN ACT relating to labor and employment; prohibiting public
2 employers and specified organizations from automatic
3 deductions of dues and uniform assessments as specified;
4 requiring reports by public employee unions to members as
5 specified; specifying penalties; providing and amending
6 definitions; making conforming amendments; repealing
7 obsolete provisions; specifying applicability; and
8 providing for an effective date.

9

10 *Be It Enacted by the Legislature of the State of Wyoming:*

11

12 **Section 1.** W.S. 27-7-116 is created to read:

13

14 **27-7-116. Public employee labor organizations;**
15 **limitations on support; reporting requirements.**

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2 (a) No public employer, nor its agents or
3 representatives or any persons acting on behalf of the
4 public employer, shall use or authorize the use of public
5 funds or facilities to support or fundraise by:

6

7 (i) Deducting dues, fees, assessments, fines or
8 contributions from the pay of any public employee on behalf
9 of a:

10

11 (A) Labor organization or its affiliate;

12

13 (B) Political action committee governed
14 under title 22, chapter 25 of the Wyoming statutes;

15

16 (C) Political organization as defined by 26
17 U.S.C. § 527(e)(1);

18

19 (D) Political committee as defined by 52
20 U.S.C. § 30101(4);

21

22 (E) Any candidate for federal, state or
23 local office.

1

2 (b) Except as provided by subsection (d) of this
3 section and not later than February 15 of each year, each
4 labor organization with public employees as members, and
5 each affiliate of a labor organization, shall prepare and
6 submit a report that shall include, at a minimum, all of
7 the following as of the end of the labor organization's
8 most recent fiscal year:

9

10 (i) The number of public employees who are
11 represented by the labor organization for the purposes of
12 collective bargaining with a public employer;

13

14 (ii) The number of public employees paying the
15 dues, fees or other charges required for membership in the
16 labor organization;

17

18 (iii) The amount of revenue the labor
19 organization collected in dues, fees, contributions and
20 other charges from members and from other sources, itemized
21 by category;

22

1 (iv) The total amount the labor organization
2 expended to:

3

4 (A) Support or oppose any candidate for
5 federal, state or local public office;

6

7 (B) Influence the passage or defeat of any
8 federal or state legislation, federal or state regulation,
9 local ordinance or resolution or any ballot measure;

10

11 (C) Engage in litigation or secure or
12 provide other legal services;

13

14 (D) Compensate independent contractors,
15 consultants and vendors; and

16

17 (E) An itemized list of all receipts from,
18 or disbursements to, a person if the aggregate total of the
19 transactions during the labor organization's fiscal year is
20 not less than five thousand dollars (\$5,000.00).

21

22 (c) For each report prepared under subsection (b) of
23 this section, the labor organization shall:

1

2 (i) Distribute the report to each of its
3 members;

4

5 (ii) Publish the report on the labor
6 organization's website; and

7

8 (iii) Make the report available to any person
9 upon request.

10

11 (d) A labor organization that for the applicable
12 fiscal year prepares and files a federal labor organization
13 annual report, form LM-2, with the United States department
14 of labor shall not be required to prepare or distribute the
15 annual report required under subsection (b) of this
16 section.

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18 (e) Any person who violates this section shall be
19 guilty of a misdemeanor.

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21 (f) Any person may file a complaint alleging a
22 violation of this section with the attorney general or the
23 district attorney of the county in which the violation is

1 alleged to have occurred. The attorney general or district
2 attorney, as applicable, may investigate and prosecute
3 violations of this section.

4

5 (g) Nothing in this section shall be construed to:

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7 (i) Authorize a governmental entity that does
8 not independently possess the authority to engage in
9 collective bargaining with a labor organization;

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11 (ii) Permit any conduct prohibited by W.S.
12 9-13-105;

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14 (iii) Permit a public employee to be required to
15 have a connection with a labor organization as a condition
16 of employment, in violation of W.S. 27-7-112;

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18 (iv) Impair the right of fire fighters to
19 collectively bargain as provided by W.S. 27-10-101 through
20 27-10-109, including the ability to collectively bargain
21 for deductions from wages;

22

1 (v) Require a governmental entity to take
2 actions that would violate 49 U.S.C. § 5333(b) or
3 jeopardize its continued eligibility to receive federal
4 transit administration funding;

5
6 (vi) Prohibit a public employee from paying
7 dues, fees, contributions or other charges directly to a
8 labor organization or a political fund organized by or
9 associated with the labor organization;

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11 (vii) Require any labor organization to disclose
12 the names or identifying information of its members.

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14 **Section 2.** W.S. 27-7-108 by creating a new subsection
15 (c) is amended to read:

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17 **27-7-108. Right to work; definitions.**

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19 (c) As used in this act:

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21 (i) "Labor organization" means any organization,
22 or any agency or employee representation committee, plan or
23 arrangement, in which employees participate and that exists

1 for the purpose, in whole or in part, of dealing with
2 employers concerning grievances, labor disputes, wages,
3 rates of pay, hours of employment or conditions of work;
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5 (ii) "Public employee" means an employee of a
6 public employer;
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8 (iii) "Public employer" means the state of
9 Wyoming, any city, town, county or political subdivision in
10 Wyoming and any agency or instrumentality thereof. "Public
11 employer" shall not include a public safety agency as
12 defined by W.S. 9-2-1101(b) (i) or a corporate authority as
13 defined by W.S. 27-10-101(a) (ii);
14

15 (iv) "This act" means W.S. 27-7-108 through
16 27-7-116.
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18 **Section 3.** W.S. 27-7-108(a) and (b) is repealed.
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20 **Section 4.** Nothing in this act shall be construed to
21 alter, amend or impair any contract or other agreement
22 entered into before the effective date of this act.
23

1 **Section 5.** This act is effective July 1, 2026.

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(END)