

ENROLLED ACT NO. 35, HOUSE OF REPRESENTATIVES

SIXTY-EIGHTH LEGISLATURE OF THE STATE OF WYOMING
2026 BUDGET SESSION

AN ACT relating to labor and employment; prohibiting public employers and specified organizations from automatic deductions of dues and uniform assessments as specified; specifying penalties; providing and amending definitions; making conforming amendments; specifying applicability; and providing for an effective date.

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

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

27-7-116. Public employee labor organizations; limitations on support.

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

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

(A) Labor organization or its affiliate;

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

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

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

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

(b) Any person who violates this section shall be guilty of a misdemeanor.

(c) Nothing in this section shall be construed to:

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

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

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

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

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

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

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

Section 2. W.S. 27-7-108 by creating new subsections (c) and (d) and 27-7-115 are amended to read:

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

(c) "Public employee" means an employee of a public employer.

(d) "Public employer" means the state of Wyoming, any city, town, county or political subdivision in Wyoming and any agency or instrumentality thereof. "Public employer" shall not include a public safety agency as defined by W.S. 9-2-1101(b)(i) or a corporate authority as defined by W.S. 27-10-101(a)(ii).

27-7-115. Right to work; penalties.

Any person convicted of a misdemeanor, as defined in this act or as specified in W.S. 27-7-116, shall be punished by a fine not to exceed one thousand dollars (\$1,000.00), or imprisonment in the county jail for a term not to exceed six (6) months, or both.

Section 3. Nothing in this act shall be construed to alter, amend or impair any contract or other agreement entered into before the effective date of this act.

ORIGINAL HOUSE
BILL NO. HB0178

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Section 4. This act is effective January 1, 2027.

(END)

Speaker of the House

President of the Senate

Governor

TIME APPROVED: _____

DATE APPROVED: _____

I hereby certify that this act originated in the House.

Chief Clerk