

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 0702-01
Bill No.: HB 286
Subject: Labor and Management; Employees - Employers
Type: Original
Date: January 20, 2015

Bill Summary: This proposal specifies that a person cannot be required to become or refrain from becoming a member of or paying dues to a labor organization as a condition or continuation of employment.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.
This fiscal note contains 5 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2016	FY 2017	FY 2018
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Transportation**, the **Joint Committee on Administrative Rules**, the **Missouri Department of Conservation**, the **Department of Corrections**, the **Office of Administration - Division of Personnel**, the **Department of Labor and Industrial Relations**, **Department of Public Safety - Missouri Veterans Commission**, the **City of Columbia**, the **University of Missouri** and the **University of Central Missouri** each assume the proposal will have no fiscal impact on their respective organizations.

Officials from the **Department of Health and Senior Services**, the **Department of Public Safety - Missouri Highway Patrol** and the **Office of the Director**, the **Department of Mental Health**, and the **Department of Social Services** each defer to the Office of Administration to estimate the fiscal impact of the proposed legislation on their respective organization.

Officials from the **City of Kansas City** state potential cost would be unlikely. If the City were to require someone to be a member of a labor union or not allow someone to be a member of a labor union, that individual would have a right to recover damages from the City, so there is a liability risk, including attorney's fees and cost. However, because the City's labor force is already a mix of union and non-union employees, the likelihood that the City would violate this provision is highly unlikely.

Officials from the **Attorney General's Office (AGO)** assume this proposal gives non-discretionary concurrent jurisdiction to prosecuting attorneys and the AGO to investigate complaints of violations, and to use "all means at their command" to ensure effective enforcement. The number of any violations would be unknown. Therefore costs to AGO are unknown but could exceed \$100,000. If significant cases result from the proposal, AGO may seek an additional future appropriation to effectively enforce it.

<u>FISCAL IMPACT - State Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2016 (10 Mo.)	FY 2017	FY 2018
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

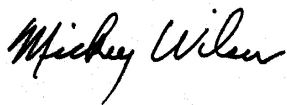
FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of the Secretary of State
Joint Committee on Administrative Rules
Department of Labor and Industrial Relations
Office of Administration
Department of Transportation
Missouri Department of Conservation
Department of Health and Senior Services
Department of Social Services
Department of Mental Health
Department of Corrections
Attorney General's Office
Department of Public Safety
Office of the Director
Missouri Highway Patrol



Mickey Wilson, CPA

Ross Strobe

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Assistant Director
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