

**Senate Revenue and Taxation Committee**  
02/11/2026

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**Bill: SB 249 - Public Employee Negotiation Amendments**

Sponsor: Senator Hinkins

Floor Sponsor:

**UASD Position: Track**

This Bill addresses collective bargaining for public employees.

Discussion: Senator Hinkins said that SB 249 establishes the Labor Relations Board (“LRB”) that is tasked with managing work-related issues between public sector employees and employers. The Bill clarifies the management rights of public employers while creating protections for public employees regarding self-organization. It directs the LRB to investigate unfair labor practice complaints and labor disputes in the public sector, providing a mechanism to handle these issues efficiently. The intent is to save time, effort, and taxpayer money.

The Bill sets requirements for labor organizations in their interactions with employees. If a labor organization is not treating employees fairly, those employees may bring a complaint to the LRB, which has authority to investigate and hold labor organizations and leaders accountable. The Bill defines procedures for representation, recognition, and elections, as well as processes for employees to file petitions. It establishes procedures for hearings, arbitration, and mediation in labor disputes, outlines what may be included in collective bargaining agreements, and allows employees to decide which organization will represent them in collective bargaining. The Bill also establishes the process for determining representation.

A Committee member asked about unsafe work environments. The sponsor explained that the Bill protects employees from fear of retaliation.

Members of the College Collective Board spoke in support of the Bill. The Utah Public Employees Association has not taken an official position but indicated that the Bill could be positive for state employees. The Utah League of Cities and Towns has not taken a position and expressed concerns regarding the impact on public labor unions and the potential fiscal implications for local government employers. Teamster Local 222 indicated support, noting that the Bill addresses labor relations between employees and employers.

Yea: 1

Nay: 3

N/V: 3

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**Outcome: SB 249 failed to pass out of Committee with a favorable recommendation.**

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**Bill: 1st substitute SB 228 - Tax Increment Modifications**

Sponsor: Senator Harper

Floor Sponsor: Representative Eliason

**UASD Position: Track**

This Bill modifies requirements for taxing entities that receive tax increment revenue.

Discussion: Senator Harper presented the 1<sup>st</sup> substitute, which was adopted by the Committee. The sponsor said that the substitute consolidates five or six Bills into one and clarifies that a redevelopment project is complete once it reaches the end of its collection period. Senator Harper explained that the Bill modifies when a community reinvestment agency project area is dissolved and updates the reporting requirements for community reinvestment agencies.

Representative Brammer expressed support for the Bill and asked whether a similar approach could be applied to public infrastructure districts (“PIDs”). There was no public comment on the Bill.

Yea: 4

Nay: 0

N/V: 3

**Outcome: 1st substitute SB 228 passed out of Committee with a favorable recommendation.**