

**Bill Summary**  
2<sup>nd</sup> Session of the 57<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1480</b>
<b>Version:</b>	<b>INT</b>
<b>Request No.:</b>	<b>3408</b>
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**Bill Analysis**

SB 1480 modifies language relating to school employee organizations. The measure authorizes a school employee to independently negotiate with his or her employer regardless of the existence of an exclusive representative. The measure states that independent negotiating does not grant any greater or lesser rights or privileges to employees who have chosen to represent themselves in a bargaining unit with an exclusive representative than those employees in a bargaining unit without an exclusive representative, nor does it grant any greater or lesser duties or obligations for an employer to employees who have chosen to represent themselves in a bargaining unit with an exclusive representative than the employer owes to employees in a bargaining unit without an exclusive representative.

The measure prohibits any provision of an agreement between an employee organization and an employee from imposing representation by an employee organization on employees who are not members of the organization and choose to negotiate independently. It prohibits more than one exclusive representative as the representative of employees in a collective bargaining unit. The measure also prohibits any agreement between an employee organization and an employer from imposing any wages or conditions of employment for members of an organization that are linked or contingent on wages or conditions of employment to employees who are not members of the organization.

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