

LFC Requester:

Sunny Liu

AGENCY BILL ANALYSIS - 2025 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO

AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov*(Analysis must be uploaded as a PDF)***SECTION I: GENERAL INFORMATION***{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

Date Prepared 2/6/25 *Check all that apply:*
Bill Number: HB0282 Original Correction
 Amendment Substitute

Sponsor: Elanor Chavez and Yanira Gurrola **Agency Name and Code** Dept. of Workforce Solutions-631
Person Writing Analysis: Sarita Nair **Number:** _____
Short Title: Teach Employee Rights in High School **Phone:** 505-263-3187 : **Email** Evan.Sanchez@dws.nm.gov

SECTION II: FISCAL IMPACT**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
0	0		

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
0	0	0		

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	0	0	0			

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: HB 282 requires ninth grade students to learn about employment and labor rights, including information on the New Mexico Human Rights Act and the Public Employee Bargaining Act, as well as similar federal laws.

FISCAL IMPLICATIONS

None to DWS.

SIGNIFICANT ISSUES

DWS conducts outreach regularly, and as a result, is aware of the widespread lack of knowledge of the Human Rights Act. Regular education on this topic may reduce violations.

PERFORMANCE IMPLICATIONS

None.

ADMINISTRATIVE IMPLICATIONS

None.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

None.

TECHNICAL ISSUES

None.

OTHER SUBSTANTIVE ISSUES

None.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

The general public, including those in the position to prevent violations of these laws, will continue to be largely unaware of employment and labor laws.

AMENDMENTS