



LFC Requester: Liu

**PUBLIC EDUCATION DEPARTMENT
BILL ANALYSIS
2025 REGULAR SESSION**

SECTION I: GENERAL INFORMATION

Check all that apply:

Original Amendment
Correction Substitute

Date Prepared: 02/06 /25
Bill No: HB282

Agency Name and Code: PED - 924

Sponsor: Chávez & Gurrola

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Short Title: TEACH EMPLOYEE RIGHTS IN HIGH SCHOOL

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SECTION II: FISCAL IMPACT

(Parenthesis () Indicate Expenditure Decreases)

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
None	None	NA	NFA

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		
None	None	None	NA	NFA

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	None	None	None	None	NA	NFA

Duplicates/Relates to Appropriation in the General Appropriation Act: None.

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 282 (HB282) proposes changes to New Mexico's high school graduation requirements (Section 22-13-1.1 NMSA 1978), focusing on incorporating employee rights education. Beginning with students entering 9th grade in school year 2026-2027, social science curriculum in courses addressing government, economics, and personal financial literacy would include information on employee rights in the workplace, covering topics such as the Human Rights Act, Public Employee Bargaining Act, National Labor Relations Act, Equal Employment Opportunity Commission, and labor organizations.

The bill does not provide an effective date. Laws go into effect 90 days after the adjournment of the Legislature enacting them, unless a later date is specified. If enacted, this bill would become effective June 20, 2025.

FISCAL IMPLICATIONS

HB282 does not contain an appropriation.

SIGNIFICANT ISSUES

Alignment to Current Education Standards

Current social studies content standards do not include the Human Rights Act, but the term "human rights" is mentioned 19 times. There is no mention of the Public Employee Bargaining Act, the federal National Labor Relations Act, or the United States equal employment opportunity commission. The term "labor unions" is included three times. The New Deal is included 19 times. The decline of unions is included in a standard about the push-pull relationship between liberalism and conservatism in the United States. Several labor unions and strikes are included: American Federation of Labor, Knights of Labor, Haymarket Square, Homestead, Pullman, Great Railroad Strike. Eugene Debs and the National Civil Liberties Bureau are included. There is also an emphasis on civil rights in the standards.

The topics of study that HB282 would require do not represent comprehensive coverage of employment law.

PERFORMANCE IMPLICATIONS

Employee rights education may prepare students for real-world challenges and responsibilities and may equip students with knowledge about their rights in the workplace and reduce employee exploitation.

ADMINISTRATIVE IMPLICATIONS

If enacted, this bill would require the Public Education Department (PED) to adopt new social studies standards through administrative code. Developing new content standards requires significant time and resources for the agency to create and for schools and teachers to implement and would not typically happen more than once every ten years. The most recent adoption of social studies standards was conducted in 2022. Revising social studies standards would likely

cost approximately \$2 million. This bill does not include an appropriation.

Teachers would require additional training and resources to effectively teach students the new employee rights content that would be required through HB282.

Graduation requirements were amended with HB171 during the 2024 regular legislative session and the Public Education Department recently released an updated graduation manual. HB282 would require updates to the new manual.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Relates to:

- Senate Bill 60, High School Water Management Pilot Project, which proposes a six-year project to develop academic content and performance standards for a model curriculum for a high school elective course in water conservation and management.
- Senate Bill 258, Human Sexuality Education, which proposes changes to health education curricula both in courses of study (Section 22-13-1 NMSA 1978) and in graduation requirements (Section 22-13-1.1 NMSA 1978).

TECHNICAL ISSUES

None.

OTHER SUBSTANTIVE ISSUES

None.

ALTERNATIVES

None.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

None.

AMENDMENTS

None.