LFC Requester:	Mercer-Garcia
Lrc Requester:	Mercer-Garcia

# **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)

	N I: GENERAL IN analysis is on an origina			a correction o	f a previous bill,	<b>;</b>
	Date Prepared: January 20, 2 Bill Number: HB84		2025 Check all that apply:  Original x_ Correction  Amendment Substitute			
Reps. Eleanor Chavez & Katy Sponsor: Duhigg		Agency and Co Numbe	de	General Ser	vices Department - 350	
Short Title:	Employee Free Speech Act		Person Writing: Phone: 795-1797		Andrew Magida  Email Andrew.magida@gsd.nm.	
<u>SECTION</u>	N II: FISCAL IMP	ACT	_			

## **APPROPRIATION (dollars in thousands)**

Appropr	iation	Recurring	Fund Affected	
FY25	FY26	or Nonrecurring		
NA	NA	NA	NA	

(Parenthesis ( ) indicate expenditure decreases)

## **REVENUE** (dollars in thousands)

	<b>Estimated Revenue</b>	Recurring	Fund	
FY25	FY26	FY27	or Nonrecurring	Affected
NA	NA	NA	NA	NA

(Parenthesis ( ) indicate revenue decreases)

# ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	NA	NA	NA	NA	NA	NA

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to: Substantially the same as 2023 HB 245 Duplicates/Relates to Appropriation in the General Appropriation Act

## **SECTION III: NARRATIVE**

### **BILL SUMMARY**

Synopsis: HB84 would prohibit employers from taking adverse action against an employee for refusing to attend an employer-sponsored political meeting or listen to a political speech. "Political matters" are defined as "matters relating to elections for political office, political parties, attempts to influence legislation, rule or regulation change proposals and the decision to join or support a political party [or other organization]." The prohibited communications would not impact the dissemination of information about proposed or actual changes in legislation, rules, or regulations.

### FISCAL IMPLICATIONS

The bill's definition of "Employer" includes "the state or any political subdivision of the state." Nevertheless, this bill is unlikely to present any operational or fiscal impact on RMD-covered entities because the prohibition in the bill is consistent with current state personnel rules. Additionally, there are explicit exceptions in the bill for (1) employees of a "post-secondary educational institution" (i.e., university) where such communications are part of coursework or other academic programming; and (2) where the requirement is limited to managerial and supervisory employees.

Note: if additional operating budget impact is estimated, assumptions and calculations should be reported in this section.  $\lceil N/A \rceil$ 

**SIGNIFICANT ISSUES** 

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

**TECHNICAL ISSUES** 

**OTHER SUBSTANTIVE ISSUES** 

**ALTERNATIVES** 

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

**AMENDMENTS**