LFC Requester:	

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**: February 6, 2025 *Check all that apply:* **Bill Number:** HB 282 Original X Correction ___ Amendment __ Substitute __ **Agency Name Public Employee Labor Relations** and Code Eleanor Chávez Board-BU37900 Number: **Sponsor:** Yanira Gurrola TEACH EMPLOYEE RIGHTS **Person Writing** Pilar Vaile **Short** IN HIGH SCHOOL Title: **Phone:** 505-831-5422 **Email** Pilar.Vaile@pelrb.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring	Fund	
FY25	FY26	or Nonrecurring	Affected	

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring	Fund
FY25	FY26	FY27	or Nonrecurring	Affected

(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						

(Parenthesis () Indicate Expenditure Decreases)

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: Bill require instruction on employee rights as part of graduation requirements for High School

FISCAL IMPLICATIONS

Staff does not foresee any operating budget impact as a result of the bill's proposed changes.

SIGNIFICANT ISSUES

Staff does not foresee any significant issues as a result of the bill's proposed changes.

PERFORMANCE IMPLICATIONS

Staff does not foresee any performance implications as a result of the bill's proposed changes.

ADMINISTRATIVE IMPLICATIONS

Staff does not foresee any administrative implications as a result of the bill's proposed changes.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Staff does not foresee any issues of conflict, duplication, companionship, or relationship as a result of the bill's proposed changes.

TECHNICAL ISSUES

Staff does not foresee any technical issues as a result of the bill's proposed changes.

OTHER SUBSTANTIVE ISSUES

Staff does not foresee any other substantive issues as a result of the bill's proposed changes.

ALTERNATIVES

The alternative is students graduating high school ignorant of their rights as employees in the workforce.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Students graduating high school ignorant of their rights as employees in the workforce.

AMENDMENTS