

LFC Requester:	Liu Sunny
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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: 2/6/2025 *Check all that apply:*
Bill Number: 282 Original Correcti
 Amendment Substitut

Sponsor: Eleanor Chavez & Yanira **Agency Name**
Gurrola **and Code** 632
Short Title: Teach Employee Rights in High School **Number:** _____
Person Writing Michael J. Holt
Phone: (505)841-6822 **Email:** Michael.Holt@wca.nm.wca

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
N/A	N/A	N/A	N/A

(Parenthesis () indicate expenditure decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
N/A	N/A	N/A	N/A	N/A

(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	N/A	N/A	N/A	N/A	N/A	N/A

(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 amends the Public-School Code – Article 13 (Courses of Instruction and School Programs) by adding new subjects required to be taught to students entering the 9th grade as of the 2026-2027 school year. The new subjects embrace course content advising students of information on the following: employee rights in the workplace; Human Rights Act; the Public Employee Bargaining Act; the Federal National Labor Relations Act; and the U.S. Equal Employment Opportunity Commission and labor organizations.

FISCAL IMPLICATIONS

HB 282 has no fiscal implications for the New Mexico Workers' Compensation Administration.

SIGNIFICANT ISSUES: None

PERFORMANCE IMPLICATIONS: None

ADMINISTRATIVE IMPLICATIONS: None

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP: None known

TECHNICAL ISSUES: None

OTHER SUBSTANTIVE ISSUES: None

ALTERNATIVES: None

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL: No curriculum changes will be made.

AMENDMENTS: N/A.