



HB0178

Public unions-transparency and dues withdrawal limitations.

Sponsored By: Representative(s) Williams, Bear and Haroldson and
Senator(s) Boner, Hicks, Pearson and Steinmetz

AN ACT relating to labor and employment; prohibiting public employers and specified organizations from automatic deductions of dues and uniform assessments as specified; specifying penalties; providing and amending definitions; making conforming amendments; specifying applicability; and providing for an effective date.

2/11/2026 Bill Number Assigned
2/11/2026 H Received for Introduction
2/13/2026 H Introduced and Referred to H06 - Travel 44-17-1-0-0

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Campbell, K, Connolly, Davis, Erickson, Geringer, Guggenmos, Haroldson, Heiner, Hoeft, Jarvis, Johnson, Knapp, Larsen, L, Larson, Jt, Lawley, Lien, Locke, Mccann, Neiman, Ottman, Pendergraft, Rodriguez-Williams, Schmid, Singh, Smith, Strock, Styvar, Tarver, Thayer, Washut, Wasserburger, Webb, Webber, Wharff, Williams, Winter

Nays: Representative(s) Brown, L, Byron, Campbell, E, Chestek, Clouston, Filer, Fornstrom, Harshman, Lucas, Nicholas, Posey, Provenza, Riggins, Sherwood, Storer, Wylie, Yin

Excused: Representative Kelly

Ayes 44 **Nays** 17 **Excused** 1 **Absent** 0 **Conflicts** 0

2/16/2026 :Recalled from Committee Pursuant to House Rule 5-6: 32-29-1-0-0

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Campbell, K, Guggenmos, Haroldson, Hoeft, Johnson, Knapp, Lawley, Lien, Locke, Mccann, Ottman, Pendergraft, Riggins, Rodriguez-Williams, Singh, Smith, Strock, Styvar, Tarver, Wasserburger, Webb, Webber, Williams, Winter

Nays: Representative(s) Brown, L, Byron, Campbell, E, Chestek, Clouston, Connolly, Davis, Erickson, Filer, Fornstrom, Geringer, Harshman, Heiner, Jarvis, Larsen, L, Larson, Jt, Lucas, Neiman, Nicholas, Posey, Provenza, Schmid, Sherwood, Storer, Thayer, Washut, Wharff, Wylie, Yin

Excused: Representative Kelly

Ayes 32 **Nays** 29 **Excused** 1 **Absent** 0 **Conflicts** 0

2/17/2026 :Rerefer to H04 - Education

2/19/2026 H04 - Education:Recommend Amend and Do Pass 4-3-1-0-1

ROLL CALL

Ayes: Representative(s) Andrew, Bratten, Guggenmos, Strock

Nays: Representative(s) Erickson, Lawley, Singh

Excused: Representative Kelly

Conflicts: Representative Williams

Ayes 4 **Nays** 3 **Excused** 1 **Absent** 0 **Conflicts** 1

2/19/2026 H Placed on General File

HB0178HS001/ADOPTED

Page 2-line 5 Delete "for a labor".

Page 2-line 6 Delete "organization".

Page 2-after line 21 Insert and renumber as necessary:

"(E) Any candidate for federal, state or local office."

ANDREW, CHAIRMAN

2/19/2026 H COW:Passed 34-22-6-0-0

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Clouston, Geringer, Guggenmos, Haroldson, Heiner, Hoeft, Johnson, Larson, Jt, Lien, Locke, Lucas, Mccann, Neiman, Ottman, Pendergraft, Rodriguez-Williams, Schmid, Smith, Strock, Styvar, Tarver, Wasserburger, Webb, Webber, Williams, Winter

Nays: Representative(s) Brown, L, Byron, Campbell, E, Chestek, Connolly, Davis, Erickson, Fornstrom, Harshman, Jarvis, Larsen, L, Lawley, Nicholas, Posey, Provenza, Riggins, Sherwood, Singh, Storer, Thayer, Washut, Yin

Excused: Representative(s) Campbell, K, Filer, Kelly, Knapp, Wharff, Wylie

Ayes 34 Nays 22 Excused 6 Absent 0 Conflicts 0

2/20/2026 H 2nd Reading:Passed

2/21/2026 H 3rd Reading:Laid Back

HB0178H3001/WITHDRAWN

HB0178H3002/ADOPTED

Page 6-line 19 Delete the Washut third reading amendment (HB0178H3001/A) entirely and further amend as follows: after "27-10-109" insert ", including the ability to collectively bargain for deductions from wages".

Page 7-line 7 Delete "." and insert ";".

Page 7-after line 7 Insert:

"(vii) Require any labor organization to disclose the names or identifying information of its members." ANDREW, WASHUT

2/23/2026 H 3rd Reading:Passed 36-22-4-0-0

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Campbell, K, Clouston, Connolly, Fornstrom, Geringer, Guggenmos, Haroldson, Heiner, Hoeft, Johnson, Knapp, Lawley, Lien, Locke, Mccann, Neiman, Ottman, Pendergraft, Rodriguez-Williams, Schmid, Smith, Strock, Styvar, Tarver, Washut, Webb, Williams, Wylie

Nays: Representative(s) Brown, L, Byron, Campbell, E, Chestek, Davis, Erickson, Filer, Harshman, Jarvis, Larsen, L, Larson, Jt, Nicholas, Posey, Provenza, Riggins, Sherwood, Singh, Storer, Thayer, Wharff, Winter, Yin

Excused: Representative(s) Kelly, Lucas, Wasserburger, Webber

Ayes 36 Nays 22 Excused 4 Absent 0 Conflicts 0

2/24/2026 S Received for Introduction

2/24/2026 S Introduced and Referred to S01 - Judiciary
2/27/2026 S01 - Judiciary:Recommend Amend and Do Pass 4-1-0-0-0

ROLL CALL

Ayes: Senator(s) Crago, Hicks, Kolb, Olsen

Nays: Senator Crum

Ayes 4 **Nays** 1 **Excused** 0 **Absent** 0 **Conflicts** 0

2/27/2026 S Placed on General File

HB0178SS001/ADOPTED

(TO ENGROSSED COPY)

Page 1-line 4 Delete entirely.

Page 1-line 5 Delete "specified;".

Page 1-line 6 Delete "repealing".

Page 1-line 7 Delete "obsolete provisions;".

Page 1-line 15 Delete "; **reporting requirements**".

Pages 3 and 4 Delete entirely and renumber as necessary.

Page 5-lines 2 through 16 Delete entirely.

Page 5-line 18 Delete "(e)" and insert "(b)".

Page 5-lines 21 through 23 Delete entirely.

Page 6-lines 1 through 3 Delete entirely.

Page 6-line 5 Delete "(g)" and insert "(c)".

Page 7-line 14 Delete "a"; delete "subsection" and insert "subsections".

Page 7-line 15 Delete "is" and insert "and (d) and 27-7-115 are".

Page 7-lines 19 through 23 Delete entirely and renumber as necessary.

Page 8-lines 1 through 3 Delete entirely.

Page 8-line 5 Delete "(ii)" and insert "(c)".

Page 8-line 8 Delete "(iii)" and insert "(d)".

Page 8-lines 15 through 18 Delete entirely and insert:

"27-7-115. Right to work; penalties.

Any person convicted of a misdemeanor, as defined in this act or as specified in W.S. 27-7-116, shall be punished by a fine not to exceed one thousand dollars (\$1,000.00), or imprisonment in the county jail for a term not to exceed six (6) months, or both."

Page 8-line 20 Delete "**Section 4.**" and insert "**Section 3.**".

Page 9-line 1 Delete "Section 5." and insert "Section 4.". OLSEN,
CHAIRMAN

3/3/2026 S COW:Passed

HB0178S2001/ADOPTED (TO ENGROSSED COPY)

Page 9-line 1 Delete "July" and insert "December". JONES

3/4/2026 S 2nd Reading:Passed

HB0178S3001/WITHDRAWN

HB0178S3002/WITHDRAWN

**HB0178S3003.01/ADOPTED (TO ENGROSSED COPY)
(CORRECTED COPY)
[DIVIDED AMENDMENT]**

Delete the Jones second reading amendment (HB0178S2001/AE) entirely and further amend as follows:

Page 9-line 1 Delete "July 1, 2026" and insert "January 1, 2027".
BARLOW

**HB0178S3003.02/FAILED (TO ENGROSSED COPY)
(CORRECTED COPY)
[DIVIDED AMENDMENT]**

Page 2-line 2 After "(a)" insert "Except as provided in subsection
(d) of this section,".

Page 7-after line 12 Insert and renumber as necessary:

"(d) A public employer may deduct funds from the pay of a public employee at the public employee's request for any one (1) or more of the following purposes:

(i) The funds are used for the necessary support of the poor and the public employee receives no compensation or consideration in return;

(ii) The public employee requests the deduction of funds to complete any lawful transaction, provided that the public employee agrees to pay all reasonable costs incurred by the public employer associated with the deduction of funds.". BARLOW

3/5/2026 S 3rd Reading:Passed 21-10-0-0-0

ROLL CALL

Ayes: Senator(s) Barlow, Biteman, Boner, Brennan, Crago, Driskill, French, Hicks, Hutchings, Ide, Jones, Kolb, Landen, Laursen, Love, Mckeown, Olsen, Pearson, Salazar, Scott, Steinmetz

Nays: Senator(s) Anderson, Case, Cooper, Crum, Dockstader, Gierau, Nethercott, Pappas, Rothfuss, Schuler

Ayes 21 **Nays** 10 **Excused** 0 **Absent** 0 **Conflicts** 0

3/6/2026 H Received for Concurrence
3/6/2026 H Concur:Passed 44-16-2-0-0

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Byron, Campbell, K, Clouston, Connolly, Erickson, Fornstrom, Geringer, Guggenmos, Haroldson, Heiner, Hoeft, Johnson, Knapp, Larsen, L, Lawley, Lien, Locke, Lucas, Mccann, Neiman, Ottman, Pendergraft, Riggins, Rodriguez-Williams, Schmid, Smith, Strock, Styvar, Tarver, Washut, Wasserburger, Webb, Webber, Wharff, Williams, Winter

Nays: Representative(s) Brown, L, Campbell, E, Chestek, Davis, Filer, Harshman, Jarvis, Larson, Jt, Nicholas, Posey, Provenza, Sherwood, Storer, Thayer, Wylie, Yin

Excused: Representative(s) Kelly, Singh

Ayes 44 **Nays** 16 **Excused** 2 **Absent** 0 **Conflicts** 0

3/6/2026 Assigned Number HEA No. 0035
3/6/2026 H Speaker Signed HEA No. 0035
3/6/2026 S President Signed HEA No. 0035
3/10/2026 Governor Vetoed HEA No. 0035

HB0178VT001/HFAILED (TO ENGROSSED COPY)

Override governor's veto to House Enrolled Act No. 0035, being original House Bill 178.

ROLL CALL

Ayes: Representative(s) Allemand, Andrew, Angelos, Banks, Bear, Brady, Bratten, Brown, G, Campbell, K, Fornstrom, Geringer, Guggenmos, Haroldson, Heiner, Hoeft, Johnson, Knapp, Lien, Locke, Lucas, Mccann, Neiman, Ottman, Pendergraft, Riggins, Rodriguez-Williams, Smith, Strock, Tarver, Washut, Wasserburger, Webb, Webber, Wharff, Williams, Winter

Nays: Representative(s) Brown, L, Byron, Campbell, E, Chestek, Clouston, Connolly, Erickson, Filer, Jarvis, Larsen, L, Larson, Jt, Lawley, Nicholas, Posey, Provenza, Sherwood, Singh, Storer, Styvar, Wylie, Yin

Excused: Representative(s) Davis, Harshman, Kelly, Schmid, Thayer

Ayes 36 **Nays** 21 **Excused** 5 **Absent** 0 **Conflicts** 0