

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

**L.R. No.:** 0562-04

**Type:** Original

**Bill No.:** Truly Agreed To and Finally Passed  
SCS for HCS for HB Nos. 116 & 569

**Date:** June 8, 2015

**Subject:** Labor and Management; Employees - Employers

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**Bill Summary:** This proposal prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment.

State Fiscal Highlights

- No direct fiscal impact on the state is anticipated.

Local Fiscal Highlights

- No direct fiscal impact on local political subdivisions is anticipated.

Fiscal Analysis

Officials from the **Joint Committee on Administrative Rules**, the **Department of Social Services**, the **Office of Administration - Division of Personnel**, the **Missouri Department of Conservation** and the **Department of Labor and Industrial Relations** each assume the proposal will have no fiscal impact on their respective organizations.

Officials from the **Attorney General's Office** assume any potential cost arising from this proposal can be absorbed with existing resources. The AGO may seek additional appropriations if the proposal significantly increases its workload.

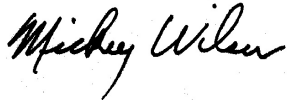
Officials from the **Office of Administration - General Services** assumes that neither any state agency nor any state employee would violate the proposal. Therefore, it is assumed that no successful claims will be made against the Legal Expense Fund and the proposal would thus have no fiscal impact upon the Office of Administration - General Services. However, should that assumption prove incorrect, significant costs could be incurred by the Legal Expense Fund.

In response to a previous version, officials from the **Department of Transportation**, the **City of Independence**, the **City of Kansas City**, the **City of Jefferson**, **Platte County** and **St. Louis County** each assumed the proposal will have no fiscal impact on their respective organizations.

Fiscal Analysis (continued)

Officials from the **Department of Mental Health, Department of Public Safety - Missouri Highway Patrol, the Department of Health and Senior Services** and the **Department of Corrections** defer to the Office of Administration to estimate the fiscal impact of the proposed legislation on their organization.

No direct fiscal impact to small businesses would be expected as a result of this proposal. Also, this legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.



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June 8, 2015

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