

# HOUSE BILL No. 1374

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 11-10-12-7; IC 20-20-47-4; IC 20-30-5.6-3; IC 21-12; IC 21-18-19-1; IC 22-6-6; IC 35-52-22-14.5.

**Synopsis:** Repeal of right to work law. Repeals the chapter prohibiting a person from requiring: (1) labor organization membership; (2) payment of dues or fees to a labor organization; or (3) payment to a charity or third party of an amount equivalent to dues or fees required by a labor organization; as a condition of employment. Makes corresponding changes.

**Effective:** July 1, 2025.

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## Boy, Errington

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January 13, 2025, read first time and referred to Committee on Employment, Labor and Pensions.

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First Regular Session of the 124th General Assembly (2025)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2024 Regular Session of the General Assembly.

## HOUSE BILL No. 1374

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

*Be it enacted by the General Assembly of the State of Indiana:*

1       SECTION 1. IC 11-10-12-7, AS AMENDED BY P.L.9-2024,  
2       SECTION 323, IS AMENDED TO READ AS FOLLOWS  
3       [EFFECTIVE JULY 1, 2025]: Sec. 7. (a) As used in this section,  
4       "intermediary" has the meaning set forth in IC 21-18-1-3.5.

5       (b) As used in this section, "labor organization" has the meaning set  
6       forth in ~~IC 22-6-6-5~~: **IC 20-20-47-4**.

7       (c) Except as provided in subsections (g), (h), and (i), the  
8       department, during the one hundred eighty (180) days before a  
9       committed offender is:

- 10       (1) released on parole;  
11       (2) assigned to a community transition program;  
12       (3) discharged from the department; or  
13       (4) released on probation;

14       shall require the committed offender to meet in person at least one (1)  
15       time with an intermediary, an employer, or a labor organization to  
16       discuss current and future career opportunities and the necessary  
17       education levels for various careers.



(d) The department shall provide space for the meeting required under subsection (c).

(e) For purposes of subsection (c), an offender may meet only with an intermediary, an employer, or a labor organization that is included on the list prepared under IC 21-18-19-1.

(f) An intermediary, an employer, or a labor organization that meets with a committed offender under subsection (c) shall submit an annual report to the commission for higher education in the manner established by the commission for higher education under IC 21-18-19-1.

(g) The meeting requirement under subsection (c) does not apply to a committed offender who is participating in the department's Hoosier Initiative for Re-Entry Program.

(h) If the department determines that no intermediaries, employers, or labor organizations are willing to meet with committed offenders under subsection (c), the department may submit to the commission for higher education a written request to waive the meeting requirement.

(i) The meeting requirement under subsection (c) does not apply if the department determines that a meeting under subsection (c) cannot be safely held. If the department makes a determination under this subsection, the department shall provide notice to the commission for higher education.

SECTION 2. IC 20-20-47-4, AS ADDED BY P.L.202-2023, SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 4. As used in this chapter, "labor organization" has the meaning set forth in IC 22-6-6-5: **means:**

**(1) an organization;**

**(2) an agency;**

**(3) a union; or**

**(4) an employee representation committee;**

**that exists, in whole or in part, to assist employees in negotiating with employers concerning grievances, labor disputes, wages, rates of pay, or other terms or conditions of employment.**

SECTION 3. IC 20-30-5.6-3, AS ADDED BY P.L.202-2023, SECTION 20, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 3. As used in this chapter, "labor organization" has the meaning set forth in ~~IC 22-6-6-5~~. **IC 20-20-47-4.**

SECTION 4. IC 21-12-3-9.2, AS ADDED BY P.L.202-2023, SECTION 72, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 9.2. (a) As used in this section, "intermediary" has the meaning set forth in IC 21-18-1-3.5.

(b) As used in this section, "labor organization" has the meaning set



1 forth in ~~IC 22-6-6-5~~: **IC 20-20-47-4**.

2 (c) Except as provided in subsection (g), a student who receives an  
3 award under this chapter shall, during the:

4 (1) first undergraduate academic year that the student receives an  
5 award under this chapter; and

6 (2) third undergraduate academic year that the student receives an  
7 award under this chapter;

8 meet with at least one (1) intermediary, employer, or labor organization  
9 for not less than thirty (30) minutes to discuss current and future career  
10 opportunities and the necessary education levels for various careers.

11 (d) For purposes of subsection (c), a student may meet only with an  
12 intermediary, an employer, or a labor organization that is included on  
13 the list prepared under IC 21-18-19-1.

14 (e) The meeting required under subsection (c) must occur at a time  
15 and place convenient for the student. The approved postsecondary  
16 educational institution at which the student is enrolled in courses shall,  
17 upon request by the student, provide space for the meeting on property  
18 owned, used, or occupied by the educational institution.

19 (f) Before meeting with a student under subsection (c), an employer,  
20 individual employed by an intermediary, or individual employed by a  
21 labor organization must pass any background checks required by the  
22 approved postsecondary educational institution at which the student is  
23 enrolled in courses.

24 (g) If the approved postsecondary educational institution at which  
25 the student is enrolled in courses determines that no intermediaries,  
26 employers, or labor organizations are willing to meet with students  
27 under subsection (c), the educational institution may submit to the  
28 commission for higher education a written request to waive the meeting  
29 requirement.

30 (h) An intermediary, an employer, or a labor organization that meets  
31 with a student under subsection (c) shall submit an annual report to the  
32 commission for higher education in the manner established by the  
33 commission for higher education under IC 21-18-19-1.

34 SECTION 5. IC 21-12-4-3.5, AS ADDED BY P.L.202-2023,  
35 SECTION 73, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
36 JULY 1, 2025]: Sec. 3.5. (a) As used in this section, "intermediary" has  
37 the meaning set forth in IC 21-18-1-3.5.

38 (b) As used in this section, "labor organization" has the meaning set  
39 forth in ~~IC 22-6-6-5~~: **IC 20-20-47-4**.

40 (c) Except as provided in subsection (g), a student who receives a  
41 grant under this chapter shall, during the:

42 (1) first undergraduate academic year that the student receives a



grant under this chapter; and

(2) third undergraduate academic year that the student receives a grant under this chapter;

meet with at least one (1) intermediary, employer, or labor organization for not less than thirty (30) minutes to discuss current and future career opportunities and the necessary education levels for various careers.

(d) For purposes of subsection (c), a student may meet only with an intermediary, an employer, or a labor organization that is included on the list prepared under IC 21-18-19-1.

(e) The meeting required under subsection (c) must occur at a time and place convenient for the student. The approved postsecondary educational institution at which the student is enrolled in courses shall, upon request by the student, provide space for the meeting on property owned, used, or occupied by the educational institution.

(f) Before meeting with a student under subsection (c), an employer, individual employed by an intermediary, or individual employed by a labor organization must pass any background checks required by the approved postsecondary educational institution at which the student is enrolled in courses.

(g) If the approved postsecondary educational institution at which the student is enrolled in courses determines that no intermediaries, employers, or labor organizations are willing to meet with students under subsection (c), the educational institution may submit to the commission for higher education a written request to waive the meeting requirement.

(h) An intermediary, an employer, or a labor organization that meets with a student under subsection (c) shall submit an annual report to the commission for higher education in the manner established by the commission for higher education under IC 21-18-19-1.

SECTION 6. IC 21-12-6-6.8, AS ADDED BY P.L.202-2023, SECTION 75, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 6.8. (a) As used in this section, "intermediary" has the meaning set forth in IC 21-18-1-3.5.

(b) As used in this section, "labor organization" has the meaning set forth in ~~IC 22-6-6-5~~. **IC 20-20-47-4.**

(c) Except as provided in subsection (g), a student who applies for a scholarship under section 6 of this chapter must agree, in writing, that the student will, during the:

(1) first undergraduate academic year that the student receives a scholarship under this chapter; and

(2) third undergraduate academic year that the student receives a scholarship under this chapter;



1 meet with at least one (1) intermediary, employer, or labor organization  
 2 for not less than thirty (30) minutes to discuss current and future career  
 3 opportunities and the necessary education levels for various careers.

4 (d) For purposes of subsection (c), a student may meet only with an  
 5 intermediary, an employer, or a labor organization that is included on  
 6 the list prepared under IC 21-18-19-1.

7 (e) The meeting required under subsection (c) must occur at a time  
 8 and place convenient for the student. The eligible institution at which  
 9 the student is enrolled in courses shall, upon request by the student,  
 10 provide space for the meeting on property owned, used, or occupied by  
 11 the eligible institution.

12 (f) Before meeting with a student under subsection (c), an employer,  
 13 individual employed by an intermediary, or individual employed by a  
 14 labor organization must pass any background checks required by the  
 15 eligible institution at which the student is enrolled in courses.

16 (g) If the eligible institution at which the student is enrolled in  
 17 courses determines that no intermediaries, employers, or labor  
 18 organizations are willing to meet with students under subsection (c),  
 19 the eligible institution may submit to the commission for higher  
 20 education a written request to waive the meeting requirement.

21 (h) An intermediary, an employer, or a labor organization that meets  
 22 with a student under subsection (c) shall submit an annual report to the  
 23 commission for higher education in the manner established by the  
 24 commission for higher education under IC 21-18-19-1.

25 SECTION 7. IC 21-18-19-1, AS AMENDED BY P.L.150-2024,  
 26 SECTION 73, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 27 JULY 1, 2025]: Sec. 1. (a) As used in this section, "applicable statutes"  
 28 means the following:

- 29 (1) IC 11-10-12-7.
- 30 (2) IC 20-30-5.6-5.
- 31 (3) IC 21-12-3-9.2.
- 32 (4) IC 21-12-4-3.5.
- 33 (5) IC 21-12-6-6.8.
- 34 (6) IC 21-18-20.

35 (b) As used in this section, "labor organization" has the meaning set  
 36 forth in ~~IC 22-6-6-5~~. **IC 20-20-47-4.**

37 (c) The commission shall:

- 38 (1) develop application forms by which an intermediary, an  
 39 employer, or a labor organization may apply for inclusion on the  
 40 lists described in subdivisions (2) and (4);
- 41 (2) create a list of intermediaries, employers, and labor  
 42 organizations approved by the commission under subsection (d)



for the purposes set forth in the applicable statutes;

(3) establish, in a manner that complies with:

(A) state privacy laws; and

(B) federal privacy laws, including the privacy provisions of the federal Family Educational Rights and Privacy Act (20 U.S.C. 1232g);

annual reporting requirements for an intermediary, an employer, or a labor organization that meets with an individual under the applicable statutes; and

(4) create a list of intermediaries, employers, and labor organizations that are approved by the commission under subsection (d) for purposes of the applicable statutes.

(d) An intermediary, an employer, or a labor organization may apply for inclusion on the lists described in subsection (c)(2) and (c)(4) by submitting to the commission an application on the appropriate form described in subsection (c)(1).

(e) The commission shall publish the lists created under subsection (c)(2) and (c)(4) on the commission's website.

(f) The commission may:

(1) update the lists created under subsection (c)(2) and (c)(4), as needed; and

(2) approve or deny a request for a waiver of the meeting requirement submitted under the applicable statutes.

(g) The commission may:

(1) adopt rules under IC 4-22-2;

(2) issue a request for proposals under IC 5-22-9; and

(3) issue a request for information;

for the purpose of implementing this section.

SECTION 8. IC 22-6-6 IS REPEALED [EFFECTIVE JULY 1, 2025]. (Right to Work).

SECTION 9. IC 35-52-22-14.5 IS REPEALED [EFFECTIVE JULY 1, 2025]. ~~Sec. 14.5. IC 22-6-6-10 defines a crime concerning labor relations.~~

