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16 behalf of a labor organization, without the employee's written  
17 consent, unless otherwise required by state or federal law.

18 3. Sign a neutrality agreement with a labor organization.

19 (b) The prohibitions in paragraph (a) apply to any work or  
20 service provided to the employer on the project for which the  
21 economic development incentive is awarded.

22 (3) (a) A person or an entity may report, based upon a  
23 reasonable belief, a violation of paragraph (2) (a) to the  
24 department, provided that such report is made during the term of  
25 the separate agreement entered into by the department and the  
26 employer in subsection (4).

27 (b) Upon receiving the report, the department shall,  
28 within 60 days, determine whether a violation has occurred. If  
29 the department determines that an employer has violated  
30 paragraph (2) (a), the department shall deliver written notice of  
31 its findings to the employer and to the Attorney General. The  
32 Attorney General shall request from the employer a copy of the  
33 written agreement and shall initiate proceedings to recover  
34 funds awarded to the employer. The department's findings are  
35 final.

36  
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38 **T I T L E A M E N D M E N T**

39 Remove lines 10-72 and insert:

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40 department within a specified timeframe; requiring the  
41 department to determine whether a violation has  
42 occurred; requiring the department to deliver written  
43 notice to the Attorney General under certain  
44 circumstances; requiring the Attorney General to  
45 request certain information from the employer alleged  
46 to be in violation; requiring the Attorney General to  
47 initiate proceedings to recover funds awarded to the  
48 employer if the employer is found to have violated the  
49 agreement; providing that the department's findings  
50 are final; requiring the department to execute a  
51 separate written agreement with the recipient of the  
52 economic development incentive before the department  
53 awards the incentive; specifying the contents of the  
54 separate agreement; providing the effective periods of  
55 the separate agreement; providing applicability;  
56 providing an effective date.

57  
58 WHEREAS, the state has the right to set terms and  
59 conditions in connection with the awarding of economic  
60 development incentives as part of its economic development  
61 policy, and

62 WHEREAS, the state seeks to play an integral role in the  
63 formulation of economic opportunities, conditions of grants, and

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64 general management of compliance with such awards for moneys,  
65 and

66 WHEREAS, the state may, as part of awarding economic  
67 development incentives, oversee compliance with land use  
68 regulations, including management of the subdivision of  
69 property, offer and provide water and wastewater services,  
70 require fire protection systems and mechanical systems for  
71 buildings and structures, approve capital grants, and ensure  
72 such moneys are approved by the Department of Commerce, and

73 WHEREAS, the state may, as part of awarding economic  
74 development incentives, also require a private business to hire  
75 a certain number of new full-time employees, require a specific  
76 amount of company investment, and ensure workers obtain certain  
77 skills and knowledge, and

78 WHEREAS, the state has a vested interest in seeking to  
79 advance and preserve its own interest in projects receiving  
80 economic development incentives as a financier of projects  
81 contributing to the state's overall economic health, and

82 WHEREAS, it is the intent of the Legislature, as part of  
83 its economic development policy, that whenever state funds or  
84 benefits are sought by a private business that such benefits are  
85 conditioned on the private business agreeing not to waive its  
86 employees' right to a secret ballot election when recognizing a  
87 labor organization as a bargaining unit, and

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. CS/HB 1387 (2026)

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88           WHEREAS, it is the intent of the Legislature that whenever  
89 state funds or benefits are provided or awarded to a private  
90 business, the private business working on a project receiving  
91 state funds or benefits may not voluntarily disclose employee  
92 personal contact information to a labor organization without an  
93 employee's prior consent or waive its right to speak to its  
94 employees, NOW, THEREFORE,