

BILL SUMMARY
2nd Session of the 60th Legislature

Bill No.:	HB4253
Version:	INT
Request Number:	14564
Author:	Rep. Kannady
Date:	3/2/2026
Impact:	Please see previous summary of this measure

Research Analysis

HB 4253, as introduced, creates the Taxpayer Dollars Protect Workers Act. The measure requires state agencies awarding economic development incentives to enter into a separate agreement allowing recovery of those incentives if recipients violate certain labor-neutrality conditions.

Under the act, employers cannot:

- Grant union recognition based solely on signed authorization cards when a secret-ballot National Labor Relations Board election could be used;
- Share employees' personal contact information with labor organizations without employee consent;
- Enter into neutrality agreements with labor organizations; or
- Circumvent these provisions via subcontractors. These agreements must be enforced throughout the contracting chain.

For incentives totaling \$5 million or more, the separate agreement must last at least 20 years. Violations can be reported to the Attorney General, and agencies may recover incentive payments upon determination that terms were breached. These requirements apply only to agreements entered into or renewed on or after November 1, 2026.

Prepared By: Quyen Do

Fiscal Analysis

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

Other Considerations

None.