

1-1 By: Hancock S.B. No. 925  
 1-2 (In the Senate - Filed January 24, 2025; February 13, 2025,  
 1-3 read first time and referred to Committee on Business & Commerce;  
 1-4 March 13, 2025, reported adversely, with favorable Committee  
 1-5 Substitute by the following vote: Yeas 7, Nays 4; March 13, 2025,  
 1-6 sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8	X			
1-9	X			
1-10				
1-11		X		
1-12	X			
1-13	X			
1-14		X		
1-15	X			
1-16		X		
1-17	X			
1-18	X			
1-19		X		

1-20 COMMITTEE SUBSTITUTE FOR S.B. No. 925 By: Kolthorst

1-21 A BILL TO BE ENTITLED  
 1-22 AN ACT

1-23 relating to certain agreements with collective bargaining  
 1-24 organizations related to certain publicly funded public work  
 1-25 contracts.

1-26 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-27 SECTION 1. Sections 51.7761(a) and (b), Education Code, are  
 1-28 amended to read as follows:

1-29 (a) In this section:

1-30 (1) "Collective bargaining organization" means any  
 1-31 group, association, or entity, including a labor union, that  
 1-32 represents employees in negotiations with an employer concerning  
 1-33 wages, hours, working conditions, or other terms of employment.

1-34 (2) "Federal match program" means a cooperative  
 1-35 agreement between a federal agency and a state or local  
 1-36 governmental entity in which the federal government provides funds  
 1-37 contingent on the state or local governmental entity providing  
 1-38 funds.

1-39 (3) "Governmentally administered financial  
 1-40 assistance" means financial assistance administered by a state or  
 1-41 local governmental entity in cooperation with a federal program  
 1-42 requiring the state or local governmental entity to contribute  
 1-43 funds to match or complement federal financial resources for the  
 1-44 purpose of implementing public projects, including infrastructure,  
 1-45 transportation, or other government supported initiatives.

1-46 (4) "Public[, "public] work contract" means a contract  
 1-47 for constructing, altering, or repairing a public building or  
 1-48 carrying out or completing any public work.

1-49 (b) An institution awarding a public work contract funded,  
 1-50 wholly or partly, with state, local governmental, or federal money,  
 1-51 including money provided through a federal match program,  
 1-52 governmentally administered financial assistance, or the issuance  
 1-53 of debt guaranteed by this state or a local governmental entity,  
 1-54 with money from ratepayers, or with money from user fees may not:

1-55 (1) prohibit, require, discourage, or encourage a  
 1-56 person bidding on the public work contract, including a contractor  
 1-57 or subcontractor, from entering into or adhering to an agreement  
 1-58 with a collective bargaining organization relating to the project;  
 1-59 or

1-60 (2) give preference to or discriminate against a

2-1 person described by Subdivision (1) based on the person's  
2-2 involvement in the agreement, including the person's:

2-3 (A) status or lack of status as a party to the  
2-4 agreement; or

2-5 (B) willingness or refusal to enter into the  
2-6 agreement.

2-7 SECTION 2. Section 2269.0541, Government Code, is amended  
2-8 by amending Subsection (a) and adding Subsection (a-1) to read as  
2-9 follows:

2-10 (a) In this section:

2-11 (1) "Collective bargaining organization" means any  
2-12 group, association, or entity, including a labor union, that  
2-13 represents employees in negotiations with an employer concerning  
2-14 wages, hours, working conditions, or other terms of employment.

2-15 (2) "Federal match program" means a cooperative  
2-16 agreement between a federal agency and a state or local  
2-17 governmental entity in which the federal government provides funds  
2-18 contingent on the state or local governmental entity providing  
2-19 funds.

2-20 (3) "Governmentally administered financial  
2-21 assistance" means financial assistance administered by a state or  
2-22 local governmental entity in cooperation with a federal program  
2-23 requiring the state or local governmental entity to contribute  
2-24 funds to match or complement federal financial resources for the  
2-25 purpose of implementing public projects, including infrastructure,  
2-26 transportation, or other government supported initiatives.

2-27 (a-1) A governmental entity awarding a public work contract  
2-28 funded, wholly or partly, with state, local governmental, or  
2-29 federal money, including money provided through a federal match  
2-30 program, governmentally administered financial assistance, or the  
2-31 issuance of debt guaranteed by this state or a local governmental  
2-32 entity, with money from ratepayers, or with money from user fees may  
2-33 not:

2-34 (1) prohibit, require, discourage, or encourage a  
2-35 person bidding on the public work contract, including a contractor  
2-36 or subcontractor, from entering into or adhering to an agreement  
2-37 with a collective bargaining organization relating to the project;  
2-38 or

2-39 (2) give preference to or discriminate against a  
2-40 person described by Subdivision (1) based on the person's  
2-41 involvement in the agreement, including the person's:

2-42 (A) status or lack of status as a party to the  
2-43 agreement; or

2-44 (B) willingness or refusal to enter into the  
2-45 agreement.

2-46 SECTION 3. The changes made by this Act to Section 51.7761,  
2-47 Education Code, and Section 2269.0541, Government Code, apply only  
2-48 to a public work contract for which an invitation for offers,  
2-49 request for proposals, request for qualifications, or other similar  
2-50 solicitation is first published or distributed on or after the  
2-51 effective date of this Act. A public work contract for which an  
2-52 invitation for offers, request for proposals, request for  
2-53 qualifications, or other similar solicitation is first published or  
2-54 distributed before the effective date of this Act is governed by the  
2-55 law in effect at the time the invitation, request, or other  
2-56 solicitation is published or distributed, and the former law is  
2-57 continued in effect for that purpose.

2-58 SECTION 4. This Act takes effect September 1, 2025.

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