

SENATE No. 1343

The Commonwealth of Massachusetts

PRESENTED BY:

John F. Keenan

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to collective bargaining rights for legislative employees.

PETITION OF:

| NAME: | DISTRICT/ADDRESS: | |
|----------------------------|---|-------------------|
| <i>John F. Keenan</i> | <i>Norfolk and Plymouth</i> | |
| <i>Michael O. Moore</i> | <i>Second Worcester</i> | <i>1/23/2025</i> |
| <i>David F. DeCoste</i> | <i>5th Plymouth</i> | <i>1/28/2025</i> |
| <i>Rebecca L. Rausch</i> | <i>Norfolk, Worcester and Middlesex</i> | <i>1/29/2025</i> |
| <i>James B. Eldridge</i> | <i>Middlesex and Worcester</i> | <i>2/10/2025</i> |
| <i>James K. Hawkins</i> | <i>2nd Bristol</i> | <i>2/11/2025</i> |
| <i>Patricia D. Jehlen</i> | <i>Second Middlesex</i> | <i>2/19/2025</i> |
| <i>Michael D. Brady</i> | <i>Second Plymouth and Norfolk</i> | <i>3/31/2025</i> |
| <i>Paul R. Feeney</i> | <i>Bristol and Norfolk</i> | <i>3/5/2025</i> |
| <i>Paul W. Mark</i> | <i>Berkshire, Hampden, Franklin and Hampshire</i> | <i>3/5/2025</i> |
| <i>Liz Miranda</i> | <i>Second Suffolk</i> | <i>4/9/2025</i> |
| <i>Patrick M. O'Connor</i> | <i>First Plymouth and Norfolk</i> | <i>6/26/2025</i> |
| <i>Danillo A. Sena</i> | <i>37th Middlesex</i> | <i>7/9/2025</i> |
| <i>Lisa Field</i> | <i>3rd Bristol</i> | <i>10/23/2025</i> |
| <i>Tram T. Nguyen</i> | <i>18th Essex</i> | <i>11/3/2025</i> |
| <i>Mike Connolly</i> | <i>26th Middlesex</i> | <i>12/10/2025</i> |
| <i>Nick Collins</i> | <i>First Suffolk</i> | <i>12/15/2025</i> |

SENATE No. 1343

By Mr. Keenan, a petition (accompanied by bill, Senate, No. 1343) of John F. Keenan, Michael O. Moore, David F. DeCoste, Rebecca L. Rausch and other members of the General Court for legislation to provide collective bargaining rights for legislative employees. Labor and Workforce Development.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Fourth General Court
(2025-2026)**

An Act relative to collective bargaining rights for legislative employees.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Section 1 of chapter 150E of the General Laws, as appearing in the 2022
2 Official Edition, is hereby amended by inserting after the word “executive”, in line 10, the
3 following:- , legislative.

4 SECTION 2. Said section 1 of said chapter 150E, as so appearing, is hereby amended by
5 inserting after the definition of “Legislative body” the following paragraphs:-

6 “Legislative employees”, all employees of the general court, including, but not limited to,
7 legislative personal employees, employees of committees, caucuses, legislative information
8 services, the house and senate business offices, the engrossing division, the house and senate
9 clerk’s offices, the house and senate counsel’s offices and the house and senate human resource
10 offices.

11 “Legislative personal employees”, general court employees whom the house speaker or
12 senate president has approved for employment in the office of a particular senator or
13 representative at the request of said senator or representative.

14 SECTION 3. Section 3 of said chapter 150E, as so appearing, is hereby amended by
15 inserting after the third paragraph the following paragraphs:-

16 Appropriate bargaining units in the senate may include all legislative employees;
17 provided, however, that: (1) in the case of legislative personal employees, legislative employees
18 within the senate president’s office, the senate minority leader’s office, the office of the chair of
19 the senate ways and means committee, the senate clerk’s office, or senate counsel’s office may
20 be managerial or confidential employees that are excluded from the bargaining unit if said
21 employees are managerial or confidential employees as defined in section 1; and (2) in the case
22 of all other legislative employees, said employees may be excluded from a bargaining unit if said
23 employees are managerial or confidential employees as defined in section 1.

24 Appropriate bargaining units in the house may include all legislative employees;
25 provided, however, that: (1) in the case of legislative personal employees, legislative employees
26 within the house speaker’s office, the house minority leader’s office, the office of the chair of the
27 house ways and means committee, the house clerk’s office, or house counsel’s office may be
28 managerial or confidential employees that are excluded from the bargaining unit if said
29 employees are managerial or confidential employees as defined in section 1; and (2) in the case
30 of all other legislative employees, said employees may be excluded from a bargaining unit if said
31 employees are managerial or confidential employees as defined in section 1.

32 SECTION 4. Section 23 of chapter 268A of the General Laws is hereby amended by
33 striking out the words “; and (iv) establishing additional exclusions for other situations that do
34 not present a genuine risk of a conflict or the appearance of a conflict of interest” and inserting in
35 place thereof the following words:-

36 ; (iv) establishing additional exclusions for other situations that do not present a genuine
37 risk of a conflict or the appearance of a conflict of interest; and (v) establishing specific
38 exemptions, exclusions and procedures for curing particular perceptions of a conflict of interest
39 as they may apply to exclusive representatives under chapter 150E.