

FIRST REGULAR SESSION

HOUSE BILL NO. 1159

95TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE MEADOWS.

2511L.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To repeal sections 105.510 and 105.520, RSMo, and to enact in lieu thereof two new sections relating to public employee collective bargaining.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 105.510 and 105.520, RSMo, are repealed and two new sections enacted in lieu thereof, to be known as sections 105.510 and 105.520, to read as follows:

105.510. Employees[, except police, deputy sheriffs, Missouri state highway patrolmen, Missouri national guard, all teachers of all Missouri schools, colleges and universities,] of any public body shall have the right to form and join labor organizations and to present proposals to any public body relative to salaries and other conditions of employment through the representative of their own choosing. No such employee shall be discharged or discriminated against because of his exercise of such right, nor shall any person or group of persons, directly or indirectly, by intimidation or coercion, compel or attempt to compel any such employee to join or refrain from joining a labor organization[, except that the above excepted employees have the right to form benevolent, social, or fraternal associations. Membership in such associations may not be restricted on the basis of race, creed, color, religion or ancestry].

105.520. **1.** Whenever such proposals are presented by the exclusive bargaining representative to a public body, the public body or its designated representative or representatives shall meet, confer and discuss such proposals relative to salaries and other conditions of employment of the employees of the public body with the labor organization which is the exclusive bargaining representative of its employees in a unit appropriate. **The public body and the exclusive bargaining representative shall engage in these discussions in good faith to reach an amicable agreement.**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

8 **2.** Upon the completion of discussions, the results shall be reduced to writing and be
9 presented to the appropriate administrative, legislative or other governing body in the form [of
10 an ordinance, resolution, bill or other form] required for adoption[, modification] or rejection.
11 **Such tentative agreement between the exclusive bargaining representative and the public**
12 **body shall also be ratified, prior to implementation, under the ratification process**
13 **established by the exclusive bargaining representative.**

14 **3.** Where no agreement is reached between the parties on one or more issues, the
15 **dispute shall be resolved under the impasse resolution process agreed to by the parties. If**
16 **no impasse resolution process is agreed to by the parties, upon application of either party**
17 **or upon its own motion, the state board of mediation may fix a time and place for a**
18 **conference with the parties and the board or its representative to dispute the issues**
19 **involved in the dispute and shall take whatever steps it deems expedient to bring about a**
20 **settlement of the dispute including assisting in negotiating or drafting a settlement**
21 **agreement, and if necessary, submitting the dispute to binding arbitration.**

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