

SECOND REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NO. 1577**  
**99TH GENERAL ASSEMBLY**

5220H.02C

D. ADAM CRUMBLISS, Chief Clerk

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**AN ACT**

To repeal sections 105.500, 105.520, 105.525, 105.530, and 208.862, RSMo, and to enact in lieu thereof twenty-one new sections relating to public labor organizations, with penalty provisions.

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

Section A. Sections 105.500, 105.520, 105.525, 105.530, and 208.862, RSMo, are repealed and twenty-one new sections enacted in lieu thereof, to be known as sections 105.500, 105.503, 105.505, 105.525, 105.530, 105.533, 105.535, 105.537, 105.540, 105.545, 105.550, 105.555, 105.570, 105.575, 105.580, 105.583, 105.585, 105.590, 105.595, 105.598, and 208.862, to read as follows:

105.500. **For purposes of sections 105.500 to 105.598**, unless the context otherwise requires, the following words and phrases mean:

- (1) [~~"Appropriate unit" means~~] **"Bargaining unit"**, a unit of employees at any plant or installation or in a craft or in a function of a public body [~~which~~] **that** establishes a clear and identifiable community of interest among the employees concerned;
- (2) **"Board"**, **the state board of mediation established under section 295.030;**
- (3) **"Department"**, **the department of labor and industrial relations established under section 286.010;**
- (4) "Exclusive bargaining representative" [~~means~~] , an organization [~~which~~] **that** has been designated or selected, **as provided in section 105.575**, by a majority of ~~the~~ employees in [~~an appropriate~~] **a bargaining unit** as the representative of such employees in such unit for purposes of collective bargaining;
- (5) **"Labor organization"**, **any organization, agency, or employee representation committee or plan in which employees participate and that exists for the purpose, in whole**

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.

15 or in part, of dealing with a public body or public bodies concerning collective bargaining,  
16 grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of  
17 work;

18 ~~[(3)]~~ (6) "Public body" ~~[means]~~ , the state of Missouri, or any officer, agency,  
19 department, bureau, division, board or commission of the state, or any other political subdivision  
20 or special district of or within the state.

105.503. The provisions of sections 105.500 to 105.598 shall apply to all employees  
2 of a public body, all labor organizations, and all labor agreements between a labor  
3 organization and a public body, whether collective bargaining rights are granted to such  
4 entities in section 105.510 or by judicial decision.

105.505. 1. No sum shall be withheld from the earnings of any employee for the  
2 purpose of paying any portion of dues, agency shop fees, or any other fees paid by  
3 members of a labor organization or employees who are nonmembers except upon the  
4 annual written or electronic authorization of the member or nonmember.

2. No labor organization shall use or obtain any portion of dues, agency shop fees,  
6 or any other fees paid by members of the labor organization or employees who are  
7 nonmembers to make contributions, as defined in section 130.011, or expenditures, as  
8 defined in section 130.011, except with the informed, written or electronic authorization  
9 of such member or nonmember received within the previous twelve months.

3. Employees who do not authorize contributions or expenditures under subsection  
11 2 of this section shall not have their dues, agency shop fees, or other fees increased in lieu  
12 of payments for contributions or expenditures.

4. The requirements of this section shall not be waived by any member or  
14 nonmember of a labor organization, and waiver of the requirements shall not be made a  
15 condition of employment or continued employment.

5. Signing or refraining from signing any authorization described under subsection  
17 1 or 2 of this section shall not be made a condition of employment or continued  
18 employment.

6. A labor organization shall maintain financial records substantially similar to and  
20 no less comprehensive than the records that are required to be maintained in accordance  
21 with 29 U.S.C. Section 431(b), or any successor statute.

7. Every labor organization shall provide the records required under subsection  
23 6 of this section in a searchable electronic format to every employee it represents. If any  
24 labor organization fails to make such records available to the employees represented by  
25 such organization, any such employee shall have a cause of action against the labor  
26 organization for enforcement of this subsection. The court in such action may, in its

27 discretion, in addition to any judgment awarded to the plaintiff or plaintiffs, require  
 28 reasonable attorney's fees and court costs to be paid by the labor organization.

29 **8. Every labor organization required to prepare any record under this section shall**  
 30 **maintain such records and any additional data or summary by which the records may be**  
 31 **verified, explained, or clarified for a period of not less than five years immediately**  
 32 **following the preparation of such record.**

33 **9. For purposes of this section, the term "agency shop" shall mean an arrangement**  
 34 **that requires an employee, as a condition of employment or continued employment, either**  
 35 **to join a recognized labor organization or to pay such organization a service fee.**

105.525. Issues with respect to appropriateness of bargaining units and majority  
 2 representative status, as **determined under section 105.575**, shall be resolved by the [state]  
 3 board [~~of mediation~~]. In the event that the appropriate administrative body or any of the  
 4 bargaining units shall be aggrieved by the decision of the [state] board [~~of mediation~~], an appeal  
 5 may be had to the circuit court of the county where the administrative body is located or in the  
 6 circuit court of Cole County. [~~The state board of mediation shall use the services of the state~~  
 7 ~~hearing officer in all contested cases.~~]

105.530. Nothing contained in sections 105.500 to [~~105.530~~] **105.598** shall be construed  
 2 as granting a right to employees covered in sections 105.500 to [~~105.530~~] **105.598** to strike.

**105.533. 1. Every labor organization shall adopt a constitution and bylaws and**  
 2 **shall file a copy thereof with the department, together with a report, signed by its president**  
 3 **and secretary or corresponding principal officers, containing the following information:**

4 **(1) The name of the labor organization, its mailing address, and any other address**  
 5 **at which it maintains its principal office or at which it keeps the records referred to in**  
 6 **sections 105.533 to 105.555;**

7 **(2) The name and title of each of its officers;**

8 **(3) The initiation fee or fees required from a new or transferred member and fees**  
 9 **for work permits required by the reporting labor organization;**

10 **(4) The regular dues or fees or other periodic payments required to remain a**  
 11 **member of the labor organization, as well as agency fees or any other fees required for**  
 12 **nonmembers, if any; and**

13 **(5) Detailed statements, or references to specific provisions of documents filed**  
 14 **under this subsection that contain such statements, showing the provisions made and**  
 15 **procedures followed with respect to each of the following:**

16 **(a) Qualifications for or restrictions on membership;**

17 **(b) Levying of assessments;**

18 **(c) Participation in insurance or other benefit plans;**

- 19           **(d) Authorization for disbursement of funds of the labor organization;**  
20           **(e) Audits of financial transactions of the labor organization;**  
21           **(f) The calling of regular and special meetings;**  
22           **(g) The selection of officers and stewards and of any representatives to other bodies**  
23 **composed of the labor organization's representatives, with a specific statement of the**  
24 **manner in which each officer was elected, appointed, or otherwise selected;**  
25           **(h) Discipline or removal of officers or agents for their breaches of trust;**  
26           **(i) Imposition of fines, suspensions, and expulsions of members, including the**  
27 **grounds for such actions and any provision made for notice, hearing, judgment on the**  
28 **evidence, and appeal procedures;**  
29           **(j) Authorization for bargaining demands;**  
30           **(k) Ratification of contract terms; and**  
31           **(l) Issuance of work permits.**

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33 **Any change in the information required by this subsection shall be reported to the**  
34 **department at the time the reporting labor organization files with the department the**  
35 **annual financial report required by subsection 2 of this section.**

36           **2. Every labor organization shall file annually with the department a financial**  
37 **report signed by its president and treasurer or corresponding principal officers containing**  
38 **the following information in such detail as may be necessary to accurately disclose its**  
39 **financial condition and operations for its preceding fiscal year:**

- 40           **(1) All assets and liabilities at the beginning and end of the fiscal year;**  
41           **(2) Receipts of any kind and the sources thereof;**  
42           **(3) Salaries, allowances, and other direct or indirect disbursements, including**  
43 **reimbursed expenses, to each officer and employee who, during such fiscal year, received**  
44 **more than ten thousand dollars in the aggregate from such labor organization or any**  
45 **affiliated labor organization;**  
46           **(4) All direct and indirect loans made to any officer, employee, or member that**  
47 **aggregated more than two hundred fifty dollars during the fiscal year, together with a**  
48 **statement of the purpose; security, if any; and arrangements for repayment;**  
49           **(5) All direct and indirect loans made to any business enterprise, together with a**  
50 **statement of the purpose; security, if any; and arrangements for repayment;**  
51           **(6) An itemization schedule that discloses the purpose, date, total amount, and type**  
52 **or classification of each disbursement made by the labor organization for the following**  
53 **services and activities, along with the name and address of the entity receiving the**  
54 **expenditure:**

- 55           **(a) Contract negotiation and administration;**  
56           **(b) Organizing activities;**  
57           **(c) Litigation;**  
58           **(d) Public relations activities;**  
59           **(e) Political activities;**  
60           **(f) Activities attempting to influence the passage or defeat of federal, state, or local**  
61 **legislation or the content or enforcement of federal, state, or local regulations or policies;**  
62           **(g) Voter education and issue advocacy activities;**  
63           **(h) Training activities for each officer of the local bargaining representative or**  
64 **labor organization support staff;**  
65           **(i) Conference, convention, and travel activities engaged in by the labor**  
66 **organization; and**  
67           **(j) Labor organization administration;**  
68           **(7) The percentage of the labor organization's total expenditures that were spent**  
69 **for each of the activities described in paragraphs (a) to (j) of subdivision (6) of this**  
70 **subsection;**  
71           **(8) The names, addresses, and activities of any law firms, public relations firms, or**  
72 **lobbyists whose services are used by the labor organization for any activity described in**  
73 **paragraphs (a) to (j) of subdivision (6) of this subsection;**  
74           **(9) A list of candidates, continuing committees, federal political action committees,**  
75 **nonprofit organizations, and community organizations to which the labor organization**  
76 **contributed financial or in-kind assistance and the dollar amount of such assistance;**  
77           **(10) The names and addresses of any continuing committees or federal political**  
78 **action committees with which the labor organization is affiliated or to which it provides**  
79 **contributions, the total amount of contributions to such committees, the candidates or**  
80 **causes to which such committees provided any financial assistance, and the amount**  
81 **provided to each such candidate or cause; and**  
82           **(11) Other disbursements made, including the purposes thereof, all in such**  
83 **categories as the department may prescribe.**
- 84           **3. Every labor organization shall submit the report required by subsection 2 of this**  
85 **section in an electronic format that is readily and easily accessible and shall make available**  
86 **the information required to be contained in such report to all of its members. Every such**  
87 **labor organization and its officers shall be under a duty enforceable at the suit of any**  
88 **member of such organization in the county where the violation occurred to permit such**  
89 **members for just cause to examine any books, records, and accounts necessary to verify**  
90 **such report. The court in such action may, in its discretion, in addition to any judgment**

91 awarded to the plaintiff or plaintiffs, allow costs of the action and a reasonable attorney's  
92 fee to be paid by the defendant.

93 4. The department shall make each report filed under this section publicly  
94 available, online, in an electronic format.

95 5. For purposes of this section, the terms "candidate", "continuing committee",  
96 and "contribution" shall have the same meanings as in section 130.011, and the term  
97 "lobbyist" shall have the same meaning as in section 105.470.

105.535. 1. Every officer of a labor organization and every employee of a labor  
2 organization, other than an employee performing exclusively clerical or custodial services,  
3 shall file with the department a signed report listing and describing for his or her  
4 preceding fiscal year:

5 (1) Any stock, bond, security, or other interest, legal or equitable, that such person  
6 or his or her spouse or minor child directly or indirectly held in, and any income or any  
7 other benefit with monetary value, including reimbursed expenses, that such person or his  
8 or her spouse or minor child derived directly or indirectly from, any public body whose  
9 employees such labor organization represents or is actively seeking to represent, except  
10 payments and other benefits received as a bona fide employee of such public body;

11 (2) Any transaction in which such person or his or her spouse or minor child  
12 engaged, directly or indirectly, involving any stock, bond, security, or loan to or from, or  
13 other legal or equitable interest in the business of a public body whose employees such  
14 labor organization represents or is actively seeking to represent;

15 (3) Any stock, bond, security, or other interest, legal or equitable, that such person  
16 or his or her spouse or minor child directly or indirectly held in, and any income or any  
17 other benefit with monetary value, including reimbursed expenses, that such person or his  
18 or her spouse or minor child derived directly or indirectly from, any business a substantial  
19 part of which consists of buying from, selling or leasing to, or otherwise dealing with the  
20 business of a public body whose employees such labor organization represents or is actively  
21 seeking to represent;

22 (4) Any stock, bond, security, or other interest, legal or equitable, that such person  
23 or his or her spouse or minor child directly or indirectly held in, and any income or any  
24 other benefit with monetary value, including reimbursed expenses, that such person or his  
25 or her spouse or minor child derived directly or indirectly from, a business any part of  
26 which consists of buying from, or selling or leasing directly or indirectly to, or otherwise  
27 dealing with such labor organization;

28 (5) Any direct or indirect business transaction or arrangement between such person  
29 or his or her spouse or minor child and any public body whose employees his or her labor

30 organization represents or is actively seeking to represent, except work performed and  
31 payments and benefits received as a bona fide employee of such public body and purchases  
32 and sales of goods or services in the regular course of business at prices generally available  
33 to any employee of such public body; and

34 (6) Any payment of money or other thing of value, including reimbursed expenses,  
35 that such person or his or her spouse or minor child received directly or indirectly from  
36 any public body or any person who acts as a labor relations consultant to any public body.

37 2. The provisions of subdivisions (1) to (5) of subsection 1 of this section shall not  
38 be construed to require any such officer or employee to report his or her bona fide  
39 investments in securities traded on a securities exchange registered as a national securities  
40 exchange under the Securities Exchange Act of 1934, in shares in an investment company  
41 registered under the Investment Company Act, or in securities of a public utility holding  
42 company registered under the Public Utility Holding Company Act of 1935, or to report  
43 any income derived therefrom.

44 3. Nothing contained in this section shall be construed to require any officer or  
45 employee of a labor organization to file a report under subdivision (1) of subsection 1 of  
46 this section unless such person or his or her spouse or minor child holds or has held an  
47 interest, has received income or any other benefit with monetary value or a loan, or has  
48 engaged in a transaction described therein.

105.537. Nothing contained in the provisions of sections 105.533 to 105.555 shall be  
2 construed to require an attorney who is a member in good standing of the bar of any state  
3 to include in any report required to be filed under the provisions of sections 105.533 to  
4 105.555 any information that was lawfully communicated to such attorney by any of his  
5 or her clients in the course of a legitimate attorney-client relationship.

105.540. 1. The contents of the reports and documents filed with the department  
2 under the provisions of sections 105.533 and 105.535 shall be considered a public record,  
3 as that term is defined in section 610.010, and shall not be closed under section 610.021.  
4 The department may publish any information and data obtained under sections 105.533  
5 and 105.535. The department may use the information and data for statistical and  
6 research purposes and compile and publish such studies, analyses, reports, and surveys  
7 based thereon as it may deem appropriate.

8 2. The department shall, by regulation, make reasonable provision for the  
9 inspection and examination, on the request of any person, of the information and data  
10 contained in any report or other document filed under section 105.533 or 105.535.

11           **3. (1) The department shall, by regulation, provide for the furnishing of reports**  
12 **or other documents filed with the department under the provisions of sections 105.533 to**  
13 **105.555, upon payment of a charge based upon the cost of the service.**

14           **(2) The department shall make available without payment of a charge, or require**  
15 **any person to furnish, to such state agency as is designated by law or by the governor of**  
16 **the state in which such person has his or her principal place of business or headquarters,**  
17 **upon request of the governor of such state, copies of any reports and documents filed by**  
18 **such person with the department under the provisions of section 105.533 or 105.535, or of**  
19 **information and data contained therein.**

20           **(3) All moneys received in payment of such charges fixed by the department under**  
21 **this subsection shall be deposited in the general revenue fund of the state.**

**105.545. Every person required to file any report under the provisions of sections**  
2 **105.533 to 105.555 shall maintain records on the matters required to be reported that will**  
3 **provide in sufficient detail the necessary basic information and data from which the**  
4 **documents filed with the department may be verified, explained, or clarified, and checked**  
5 **for accuracy and completeness, and shall include vouchers, worksheets, receipts, and**  
6 **applicable resolutions. Such records shall be kept available for examination for a period**  
7 **of not less than five years after the filing of the documents based on the information that**  
8 **they contain.**

**105.550. 1. Each labor organization shall file the initial report required under**  
2 **subsection 1 of section 105.533 within ninety days after the date on which it first becomes**  
3 **subject to the provisions of sections 105.533 to 105.555.**

4           **2. Each person required to file a report under the provisions of sections 105.533 to**  
5 **105.555 shall file such report within ninety days after the end of each of its fiscal years;**  
6 **except that, if such person is subject for only a portion of such a fiscal year, whether**  
7 **because the date of enactment of the provisions of sections 105.533 to 105.555 occurs**  
8 **during such person's fiscal year or because such person becomes subject to the provisions**  
9 **of sections 105.533 to 105.555 during its fiscal year, such person may consider that portion**  
10 **as the entire fiscal year in making such report.**

**105.555. 1. Any person who makes a false statement or representation of a material**  
2 **fact, knowing it to be false, or who knowingly fails to disclose a material fact, in any**  
3 **document, report, or other information required under the provisions of sections 105.533**  
4 **to 105.555 shall be fined not more than ten thousand dollars or imprisoned for not more**  
5 **than one year, or both.**

6           **2. Any person who knowingly makes a false entry in or knowingly conceals,**  
7 **withholds, or destroys any books, records, reports, or statements required to be kept by**



8 any provision of sections 105.533 to 105.555 shall be fined not more than ten thousand  
9 dollars or imprisoned for not more than one year, or both.

10 3. Each person required to sign reports under section 105.533 shall be personally  
11 responsible for the filing of such reports and for any statement contained therein that he  
12 or she knows to be false.

13 4. Any person who fails to file a report required by sections 105.533 to 105.555, or  
14 files a report late, shall be subject to a fine of one hundred dollars for every day the report  
15 is late.

105.570. 1. Supervisory employees shall not be included within the same  
2 bargaining unit as the employees they supervise.

3 2. The same labor organization shall not represent both nonsupervisory and  
4 supervisory employees.

5 3. For the purposes of this section, the term "supervisory employee" means anyone  
6 with supervisory status, managerial status, confidential status, or any other status that  
7 would be a conflict of interest with the purpose of sections 105.570 to 105.595.

105.575. 1. Any labor organization wishing to represent a bargaining unit as an  
2 exclusive bargaining representative shall present to the board cards containing the  
3 signatures of at least thirty percent of the employees in the bargaining unit indicating that  
4 they wish to select the labor organization in question as their exclusive bargaining  
5 representative for the purpose of collective bargaining. Voluntary recognition by any  
6 public body of a labor organization as an exclusive bargaining representative shall be  
7 prohibited. Recognition as an exclusive bargaining representative may only be obtained  
8 by a labor organization through an election conducted under this section.

9 2. Upon receiving such cards, the board shall request from the public body a list  
10 of all employees within the bargaining unit, and the public body shall provide to the board  
11 such list no later than ten business days following receipt of such request. The board shall  
12 validate the signatures on the cards and confirm that at least thirty percent of the  
13 employees in the bargaining unit have signed the cards. If the board determines that at  
14 least thirty percent of the employees in the bargaining unit have signed valid cards, the  
15 board shall consult with the public body and the representative of the labor organization  
16 that has presented the cards, and together they shall select a mutually agreeable date for  
17 a secret ballot election to take place. The election shall be conducted at the public body's  
18 place of business or by mail-in ballot, in whole or in part, at the discretion of the chair of  
19 the board, and shall be set for a date falling no less than four weeks, and no more than  
20 eight weeks, after the day upon which the board determines the bargaining unit for  
21 election and has resolved any other bargaining unit issues.

22           **3. Once an election date has been set, the public body shall issue a notice informing**  
23 **all eligible voters of the date, time, and place of the election. Such notice shall be**  
24 **distributed to all employees and shall be posted within the public body's place of business.**

25           **4. All employees shall have the right to freely express their opinions about whether**  
26 **the labor organization should be selected as the exclusive bargaining representative of the**  
27 **employees in the bargaining unit. However, no employee and no representative of the**  
28 **labor organization shall attempt to threaten, intimidate, coerce, or otherwise restrain any**  
29 **eligible voter in the free exercise of his or her individual choice to support or oppose the**  
30 **selection of the labor organization in question as the exclusive bargaining representative**  
31 **of the employees in the bargaining unit.**

32           **5. Elections shall be conducted by secret ballot, using such procedures as the board**  
33 **shall determine are appropriate for ensuring the privacy and security of each employee's**  
34 **vote. Once the poll is closed, the board shall oversee the counting of the ballots. One**  
35 **representative of the public body's management team and one representative of the labor**  
36 **organization shall have the right to be present during the counting of the ballots.**

37           **6. The ballots shall read: "Do you wish to select (labor organization) as the**  
38 **exclusive bargaining representative for (description of bargaining unit) employed within**  
39 **(description of public body)?"**. The ballot shall include check boxes for marking "yes" or  
40 "no" in response to this question.

41           **7. If more than one labor organization seeks to represent employees in the**  
42 **bargaining unit, and if both labor organizations have obtained signatures from at least**  
43 **thirty percent of the employees in the unit stating that they wish to designate the labor**  
44 **organization as their exclusive bargaining representative, the ballot shall read: "Do you**  
45 **wish to select (labor organization A), (labor organization B), or no labor organization as**  
46 **the exclusive bargaining representative for (description of bargaining unit) employed**  
47 **within (description of public body)?"**. The ballot shall include check boxes for marking  
48 "I wish to select (labor organization A) as my exclusive bargaining representative.", "I  
49 wish to select (labor organization B) as my exclusive bargaining representative.", and "I  
50 do not wish to select any labor organization as my exclusive bargaining representative."

51           **8. Any labor organization receiving the votes of more than fifty percent of all**  
52 **employees in the bargaining unit shall be designated and recognized by the public body as**  
53 **the exclusive bargaining representative for all employees in the bargaining unit.**

54           **9. Employees within the bargaining unit shall have the right to seek to decertify the**  
55 **labor organization as their exclusive bargaining representative at any time. If any**  
56 **employee within the bargaining unit presents to the board cards bearing the signatures of**  
57 **at least thirty percent of the employees within the bargaining unit stating that those**

58 employees no longer wish to be represented by the labor organization in question, the  
59 board shall confirm the signatures on the cards. The board shall request from the public  
60 body a list of all employees within the bargaining unit, and the public body shall provide  
61 such list no later than ten business days following the receipt of such request.

62 **10. If the board confirms that at least thirty percent of the employees in the**  
63 **bargaining unit have signed decertification cards, the board shall consult with the public**  
64 **body and the designated representative of the labor organization to select a date for a**  
65 **decertification election. Such election shall take place at least four weeks, but no later than**  
66 **six weeks, after the board receives the decertification cards. Notice of such election shall**  
67 **be distributed to all employees within the bargaining unit and posted within the public**  
68 **body's place of business. The election shall be conducted at the public body's place of**  
69 **business or by mail-in ballot, in whole or in part, at the discretion of the chair of the board.**

70 **11. If more than fifty percent of the employees in the bargaining unit cast votes to**  
71 **terminate the labor organization's representation of the employees in the bargaining unit,**  
72 **the labor organization shall immediately cease to represent the employees in the bargaining**  
73 **unit.**

74 **12. Labor organizations shall be recertified every two years. To meet the biennial**  
75 **recertification requirement, continuation of the labor organization's status as the exclusive**  
76 **bargaining representative shall be favored in a secret ballot election conducted by the**  
77 **board by more than fifty percent of the employees in the bargaining unit. Employees shall**  
78 **vote by telephone or online every two years during a two-week period beginning on the**  
79 **anniversary of initial certification. Failure to schedule an election within the prescribed**  
80 **time period on the part of the labor organization shall result in immediate decertification**  
81 **as the exclusive bargaining representative.**

82 **13. In the event of the decertification of a labor organization as the exclusive**  
83 **bargaining representative of the employees in any bargaining unit or failure to recertify**  
84 **a labor organization, all terms and conditions of employment existing at the time of**  
85 **decertification or failure to recertify shall remain in place until such time as those terms**  
86 **or conditions of employment are altered by the public body.**

87 **14. No more than one election shall take place in any bargaining unit within the**  
88 **same twelve-month period. Once an election takes place, the board shall not accept cards**  
89 **from labor organizations or employees within the bargaining unit seeking another election**  
90 **for one full calendar year after the date of the election.**

91 **15. The board shall assess and collect a fee from each labor organization**  
92 **participating in an election conducted under this section for the purpose of paying for such**  
93 **election as follows:**

94           **(1) For a bargaining unit of one to one hundred members, a fee of two hundred**  
95 **dollars;**

96           **(2) For a bargaining unit of one hundred one to two hundred fifty members, a fee**  
97 **of three hundred fifty dollars;**

98           **(3) For a bargaining unit of two hundred fifty-one to five hundred members, a fee**  
99 **of five hundred dollars;**

100           **(4) For a bargaining unit of five hundred one to one thousand members, a fee of**  
101 **seven hundred fifty dollars;**

102           **(5) For a bargaining unit of one thousand one to three thousand members, a fee of**  
103 **one thousand five hundred dollars;**

104           **(6) For a bargaining unit of more than three thousand members, a fee of two**  
105 **thousand dollars.**

**105.580. 1. Within eight weeks after a labor organization is certified as the**  
2 **exclusive bargaining representative for the employees in a bargaining unit as described in**  
3 **section 105.575, representatives of the public body, designated by the public body, and**  
4 **representatives of the labor organization, selected by the labor organization, shall meet and**  
5 **begin bargaining for an agreement covering the wages, benefits, and other terms and**  
6 **conditions of employment for the employees within the bargaining unit.**

7           **2. No labor organization may refuse to meet with designated representatives of any**  
8 **public body or engage in conduct intended to cause the removal or replacement of any**  
9 **designated representative by the public body.**

10           **3. The labor organization and the public body shall engage in bargaining with each**  
11 **other's designated representatives, but neither side shall be required to offer any particular**  
12 **concession or withdraw any particular proposal.**

13           **4. The public body shall not pay any labor organization representative or employee**  
14 **for time spent participating in collective bargaining or preparing for collective bargaining**  
15 **on behalf of a labor organization, except to the extent the person in question is an employee**  
16 **of the public body and elects to use accrued paid time off that was personally accrued by**  
17 **such person to cover the time so spent.**

18           **5. Before any proposed agreement or memorandum of understanding is presented**  
19 **to a public body, the labor organization, as a condition of its presentation, shall establish**  
20 **that it has been ratified by a majority of its members. The public body may approve the**  
21 **entire agreement or any part thereof. If the public body rejects any portion of the**  
22 **agreement, the public body may return any rejected portion of the agreement to the parties**  
23 **for further bargaining, adopt a replacement provision of its own design, or state that no**  
24 **provision covering the topic in question shall be adopted. Any tentative agreement reached**

25 between the parties' representatives shall not be binding on the public body or labor  
26 organization.

27         **6. A public body and a labor organization shall not be subject to binding mediation,**  
28 **binding interest arbitration, or interest arbitration in the event the parties are unable to**  
29 **reach an agreement.**

30         **7. After the first agreement between the public body and the labor organization is**  
31 **adopted, bargaining for renewal agreements shall take place biennially. Such bargaining**  
32 **shall be completed within thirty days of the end of the public body's fiscal year. The**  
33 **parties may elect to bargain noneconomic terms for longer periods, but all economic**  
34 **provisions of the agreement shall be adopted on a biennial basis only.**

35         **8. The term of any labor agreement, provision of a labor agreement, or extension**  
36 **of a labor agreement entered into after the effective date of sections 105.500 to 105.598**  
37 **shall not exceed a period of two years. Any modification, extension, renewal, or any**  
38 **change whatsoever to a labor agreement in effect as of the effective date of sections 105.500**  
39 **to 105.598 shall be considered a new labor agreement for purposes of this section.**

**105.583. 1. A meeting concerning a labor agreement between a public body or its**  
2 **agent and an exclusive bargaining representative or its agent shall be considered a public**  
3 **meeting, as that term is defined in section 610.010, and shall not be closed under section**  
4 **610.021. The provisions of this subsection apply regardless of whether such meeting is**  
5 **conducted under sections 105.500 to 105.598.**

6         **2. Any document presented by a public body during a meeting concerning a labor**  
7 **agreement, or that the public body receives from an exclusive bargaining representative,**  
8 **shall be considered a public record, as that term is defined in section 610.010, and shall not**  
9 **be closed under section 610.021.**

10         **3. This section shall not apply to any part of a meeting during which a public body**  
11 **or its agent is planning or adopting the strategy or position to be taken during the course**  
12 **of a collective bargaining session or to any documents or records containing employee-**  
13 **specific information.**

**105.585. Labor agreements negotiated between a public body and a labor**  
2 **organization may cover wages, benefits, and all other terms and conditions of employment**  
3 **for employees within the bargaining unit and shall be subject to the following limitations:**

4         **(1) Every labor agreement shall include a provision reserving to the public body**  
5 **the right to hire, promote, assign, direct, transfer, schedule, discipline, and discharge**  
6 **employees. Every labor agreement shall also include a provision reserving to management**  
7 **the right to make, amend, and rescind reasonable work rules and standard operating**  
8 **procedures;**

9           (2) Every labor agreement shall expressly prohibit all strikes and picketing of any  
10 kind. A strike shall include any refusal to perform services, walkout, sick-out, sit-in, or  
11 any other form of interference with the operations of any public body. Every labor  
12 agreement shall include a provision acknowledging that any employee who engages in any  
13 strike or concerted refusal to work, or who pickets over any personnel matter, shall be  
14 subject to immediate termination of employment;

15           (3) Every labor agreement shall include a provision extending the duty of fair  
16 representation by the labor organization to employees in a bargaining unit;

17           (4) Every labor agreement shall expressly prohibit labor organization  
18 representatives and employees from accepting paid time, other than unused paid time off  
19 that was accrued by such employees, by a public body for the purposes of conducting labor  
20 organization-related business including, but not limited to, grievance handling,  
21 negotiations, meetings, meet and confer sessions, time off to attend labor organization  
22 meetings, or any other labor organization-related activity;

23           (5) Every labor agreement shall inform employees of their right to refrain from  
24 engaging in and supporting labor organization activity as well as their right to oppose  
25 labor organization activity; and

26           (6) Every labor agreement shall include a provision stating that in the event of a  
27 budget shortfall, the public body shall have the right to require the modification of the  
28 economic terms of any labor agreement. Every labor agreement shall also state that if the  
29 public body deems it necessary to modify the economic terms of any labor agreement, the  
30 public body shall so notify the labor organization and shall provide a period of thirty days  
31 during which the public body and the labor organization shall bargain over any necessary  
32 adjustments to the economic terms of the agreement. The labor agreement shall state that  
33 if, at the end of the thirty-day period, the parties have been unable to agree upon  
34 modifications that meet the public body's requirements, the public body shall have the  
35 right to make necessary adjustments on its own authority.

2           **105.590.** The secretary or corresponding principal officer of each labor  
3 organization shall forward a complete copy of each agreement made by such labor  
4 organization with any public body to any employee who requests such a copy and whose  
rights as such employee are directly affected by such agreement.

2           **105.595.** Whenever it shall appear that any labor organization or representative of  
3 any labor organization has violated or is about to violate any of the provisions of sections  
4 **105.570 to 105.590**, the department, a public body, or any citizen of the state of Missouri  
5 may bring a civil action for such relief, including injunctive relief, as may be appropriate.  
Any such action may be brought in the county where the violation occurred, or is about to

6 occur, and damages and attorney's fees shall be awarded for the enforcement of the  
7 provisions of sections 105.570 to 105.590.

2 **105.598. The board may promulgate rules necessary to implement the provisions**  
3 **of sections 105.500 to 105.595. Any rule or portion of a rule, as that term is defined in**  
4 **section 536.010, that is created under the authority delegated in this section shall become**  
5 **effective only if it complies with and is subject to all of the provisions of chapter 536 and,**  
6 **if applicable, section 536.028. This section and chapter 536 are nonseverable, and if any**  
7 **of the powers vested with the general assembly under chapter 536 to review, to delay the**  
8 **effective date, or to disapprove and annul a rule are subsequently held unconstitutional,**  
9 **then the grant of rulemaking authority and any rule proposed or adopted after August 28,**  
10 **2018, shall be invalid and void.**

208.862. ~~[Consumer rights and employment relations.]~~

2 1. Consumers shall retain the right to hire, fire, supervise, and train personal care  
3 attendants.

4 2. Vendors shall continue to perform the functions provided in sections 208.900 to  
5 208.930. In addition to having a philosophy that promotes the consumer's ability to live  
6 independently in the most integrated setting or the maximum community inclusion of persons  
7 with physical disabilities, as required by subsection 1 of section 208.918, vendors shall provide  
8 to consumers advocacy, independent living skills training, peer counseling, and information and  
9 referral services, as those terms are used in subsection 3 of section 178.656.

10 3. The council shall be a public body as that term is ~~[used]~~ **defined** in section 105.500,  
11 and personal care attendants shall be employees of the council solely for purposes of ~~[section]~~  
12 **sections 105.500~~[, et seq]~~ to 105.598.**

13 4. The sole ~~[appropriate]~~ **bargaining** unit of personal care attendants, as that term is  
14 ~~[used in subdivision (1) of]~~ **defined in** section 105.500, shall be a statewide unit. Personal care  
15 attendants who are related to or members of the family of the consumer to whom they provide  
16 services shall not for that reason be excluded from the unit. The state board of mediation shall  
17 conduct an election, by mail ballot, to determine whether an organization shall be designated the  
18 exclusive bargaining representative as defined in ~~[subdivision (2) of]~~ section 105.500 for the  
19 statewide unit of personal care attendants under section 105.525 upon a showing that ten percent  
20 of the personal care attendants in said unit want to be represented by a representative. The  
21 Missouri office of administration shall represent the council in any collective bargaining with  
22 a representative of personal care attendants. Upon completion of bargaining, any agreements  
23 shall be reduced to writing and presented to the council for adoption, modification or rejection  
24 ~~[in accordance with section 105.520].~~

25           5. The state of Missouri and all vendors shall cooperate in the implementation of any  
26 agreements reached by the council and any representative of personal care attendants, including  
27 making any payroll deductions authorized by the agreements which can lawfully be made  
28 pursuant to agreements entered into under sections 105.500 to ~~[105.530]~~ **105.598** as currently  
29 construed by the Missouri appellate courts.

30           6. Personal care attendants shall not have the right to strike and breach of this prohibition  
31 will result in disqualification from participation in the consumer directed services program.

32           7. Personal care attendants shall not be considered employees of the state of Missouri  
33 or any vendor for any purpose.

34           **8. (1) The provisions of sections 105.500 to 105.598 shall apply to all personal care**  
35 **attendants, any organization elected as the exclusive bargaining representative of the**  
36 **bargaining unit of personal care attendants under this section, and all officers and**  
37 **employees of any such organization. For purposes of this subsection, an organization**  
38 **elected as the exclusive bargaining representative of a bargaining unit under this section**  
39 **shall be considered a labor organization, as that term is defined in section 105.500.**

40           **(2) If an organization is not recertified or is decertified as the exclusive bargaining**  
41 **representative of a bargaining unit of personal care attendants under section 105.575, any**  
42 **subsequent certification of an organization as the exclusive bargaining representative of**  
43 **a bargaining unit of personal care attendants shall be conducted according to the**  
44 **provisions of section 105.575, notwithstanding subsection 4 of this section to the contrary.**

2           ~~[105.520. Whenever such proposals are presented by the exclusive~~  
3 ~~bargaining representative to a public body, the public body or its designated~~  
4 ~~representative or representatives shall meet, confer and discuss such proposals~~  
5 ~~relative to salaries and other conditions of employment of the employees of the~~  
6 ~~public body with the labor organization which is the exclusive bargaining~~  
7 ~~representative of its employees in a unit appropriate. Upon the completion of~~  
8 ~~discussions, the results shall be reduced to writing and be presented to the~~  
9 ~~appropriate administrative, legislative or other governing body in the form of an~~  
10 ~~ordinance, resolution, bill or other form required for adoption, modification or~~  
~~rejection.]~~

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