

HCS HBs 3283 & 3306 -- PUBLIC LABOR ORGANIZATIONS

SPONSOR: Brown

COMMITTEE ACTION: Voted "Do Pass with HCS" by the Standing Committee on Local Government by a vote of 11 to 1. Voted "Do Pass" by the Standing Committee on Rules-Administrative by a vote of 9 to 0.

The following is a summary of the House Committee Substitute for HBs 3283 & 3306.

This bill establishes new procedures for public labor organizations and public bodies in Missouri when negotiating collective bargaining agreements. It mandates that within 30 days of a labor organization being recognized as the exclusive representative for public employees, both parties must begin good faith bargaining over wages, benefits, and other employment terms. If an agreement is not reached within 180 days, the dispute goes to mediation, and if still unresolved after 90 days with a mediator, it moves to arbitration.

The bill also outlines a process for selecting an arbitrator if parties cannot agree, involving panels from Federal services, including the Federal Mediation and Conciliation Service (FMCS) or the American Arbitration Association (AAA), with the arbitrator's decision being binding unless it requires new legislation.

Furthermore, the bill defines "good faith" bargaining and allows either party to submit claims of bad faith bargaining to the board for determination, potentially leading to arbitration. Public bodies are prohibited from making unilateral changes to wages, benefits, or other mandatory bargaining terms once a labor organization is recognized or an agreement expires, and violations can lead to legal action for damages and injunctive relief. The bill also includes provisions for successor agreements and allows the board to create necessary rules for implementation.

This bill is similar to SB 1529 (2026).

The following is a summary of the public testimony from the committee hearing. The testimony was based on the introduced version of the bill.

PROPOSERS: Supporters say that this bill seeks to place guardrails and practical timelines on collective bargaining negotiations between public employees and their employers. Extended negotiations drain money from political subdivisions, their employees, and their taxpayers needlessly, erode trust between public employers and employees, worsen morale, risk driving away talent and institutional knowledge, and distract public officials and employees from serving the public. Collective bargaining is a constitutional right in Missouri, and public employees deserve the same rights as their counterparts in the private sector. These guidelines will speed up the process, make negotiations fair and equitable for both sides, and let the parties get back to serving the public.

Testifying in person for the bill were Representative Brown; Arnie C. Dienoff; Carl J Molle, IAFF Local 3808; David Dimmitt; David Reagan, Mo-Kansas District Laborers Council/Local 42; Ethan Essner, Cape Girardeau Firefighters Association; Missouri AFL-CIO; Jay Schroeder, Missouri FOP; John Duffy, Professional Firefighters of Eastern Missouri; John Youngblood, International Association of Firefighters, Local 2665; Ron Berry, SEIU-Service Employees International Union; and American Federation of Teachers-AFT.

OPPOSERS: Those who oppose the bill say that ultimately, governing bodies need to answer to taxpayers and to be responsible for tax dollars. Political subdivisions are already severely limited in their ability to raise funds. This bill places too much influence in the hands of unelected arbitrators and mediators, taking the decision out of the hands of the public officials who were elected to oversee these budgets. This will limit the ability of cities to respond to emergencies and financial stress.

Testifying in person against the bill were Missouri Municipal League; and Municipal League of Metro St. Louis.

Written testimony has been submitted for this bill. The full written testimony and witnesses testifying online can be found under Testimony on the bill page on the House website.