

HCS HBs 3283 & 3306 -- PUBLIC LABOR ORGANIZATIONS (Brown)

COMMITTEE OF ORIGIN: Standing Committee on Local Government

This bill establishes new procedures for public labor organizations and public bodies in Missouri when negotiating collective bargaining agreements. The bill applies only to public employees authorized by law to form and join labor organizations.

This bill 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).