



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3283		DATE: 3/4/2026	
COMMITTEE: Local Government			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCAT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: In-Person	SUBMIT DATE: 3/4/2026 11:47 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am in Support of this Bill and beginning Negotiations 30-Days after a Vote of the Employees.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCAT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: In-Person		SUBMIT DATE: 3/4/2026 11:48 PM

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I am in Support of this Bill and providing for Negotiations within 30-Days of any Employee Vote.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: CARL J MOLLE		PHONE NUMBER: 816-739-5100	
BUSINESS/ORGANIZATION NAME: IAFF LOCAL 3808		TITLE: OUTREACH OFFICER	
ADDRESS: 2800 CHERRY			
CITY: KC		STATE: MO	ZIP: 64108
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: DAVID DIMMITT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/4/2026 12:00 AM
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: DAVID REAGAN		PHONE NUMBER: 314-520-2582	
BUSINESS/ORGANIZATION NAME: MO-KANSAS DISTRICT LABORERS COUNCIL/ LOCAL 42		TITLE: DIRECTOR	
ADDRESS: 301 S. EWING			
CITY: ST. LOUIS		STATE: MO	ZIP: 63103
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: ETHAN ESSNER		PHONE NUMBER: 573-979-2340	
BUSINESS/ORGANIZATION NAME: CAPE GIRARDEAU FIREFIGHTERS ASSOCIATION		TITLE:	
ADDRESS: 1 S. SPRIGG ST.			
CITY: CAPE GIRARDEAU		STATE: MO	ZIP: 63701
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: JACOB HUMMEL		PHONE NUMBER: 573-634-2115	
REPRESENTING: MISSOURI AFL-CIO		TITLE:	
ADDRESS: 131 E. HIGH			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: JAY SCHROEDER		PHONE NUMBER: 314-353-3200	
BUSINESS/ORGANIZATION NAME: MISSOURI FOP		TITLE: PRESIDENT	
ADDRESS: 715 JEFFERSON ST			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: JOHN DUFFY		PHONE NUMBER: 314-803-3676	
BUSINESS/ORGANIZATION NAME: PROFESSIONAL FIREFIGHTERS OF EASTERN MISSOURI		TITLE: BUSINESS MANAGER	
ADDRESS: 115 MCMENAMY RD			
CITY: ST. PETERS		STATE: MO	ZIP: 63376
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: JOHN YOUNGBLOOD		PHONE NUMBER: 636-388-5431	
BUSINESS/ORGANIZATION NAME: INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2665		TITLE:	
ADDRESS: 115 MCMENAMY DR.			
CITY: ST. PETERS		STATE: MO	ZIP: 63376
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: RON BERRY		PHONE NUMBER: 660-537-2239	
REPRESENTING: SEIU-SERVICE EMPLOYEES INTERNATIONAL UNION AND AMERICAN FEDERATION OF TEACHERS-AFT		TITLE:	
ADDRESS: PO BOX 722			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: PAT KELLY		PHONE NUMBER: 314-786-4747	
REPRESENTING: MUNICIPAL LEAGUE OF METRO ST. LOUIS		TITLE: EXECUTIVE DIRECTOR	
ADDRESS: 11911 DORSETT ROAD			
CITY: MARYLAND HEIGHTS		STATE: MO	ZIP: 63043
EMAIL: pkelly@stlmuni.org	ATTENDANCE: Written	SUBMIT DATE: 3/3/2026 4:01 PM	

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The Municipal League of Metro St. Louis is opposed to HB 2383 which would impose mandatory binding arbitration in public sector labor negotiations.

One of the primary duties of an elected governing body is fiscal oversight. City councils are responsible for balancing the budgets, set priorities, and ensure taxpayer dollars are spent responsibly.

Mandatory binding arbitration takes that authority away from locally elected officials and places it in the hands of a third-party arbitrator who are not accountable to voters. Arbitrators do not face revenue limits, balanced budget requirements, or the long-term consequences of the financial decisions they impose.

If costs are awarded beyond a city's ability to pay, the result is either reduced services or increased taxes.

For these reasons, the Municipal League respectfully urges you to reject this legislation.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: RICHARD SHEETS		PHONE NUMBER: 573-635-9134	
REPRESENTING: MISSOURI MUNICIPAL LEAGUE		TITLE:	
ADDRESS: 1727 SOUTHRIDGE DR.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65109
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2026 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH BERRY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 3/4/2026 6:28 AM	

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HB 3283 attempts to transfer decisions about public employee compensation from elected officials to unelected private arbitrators through binding interest arbitration.

That is not a minor procedural change. It is a structural shift in who controls taxpayer money.

Under this bill, a single arbitrator—selected from panels maintained by federal or private mediation organizations—may impose binding terms governing wages, benefits, and working conditions for public employees. Those decisions necessarily affect public budgets funded by taxpayers. Yet the individuals making those decisions would hold no electoral accountability to the citizens who must fund them.

Missouri’s constitutional structure places responsibility for public expenditures squarely in the hands of elected legislative bodies. HB 3283 instead authorizes a process where a third party can effectively dictate compensation obligations for public entities once an impasse is declared.

The bill compounds this problem by allowing either party to trigger arbitration upon declaring an impasse. The statute provides no meaningful objective standard for determining when an impasse exists. In practice, this means one negotiating party may force public fiscal decisions into a binding arbitration process outside democratic oversight.

This is not merely a policy preference—it is a direct delegation of governmental authority over public expenditures to private actors.

Missouri courts have historically been cautious about collective bargaining frameworks that interfere with the constitutional authority of public officials to manage government employment and public funds. HB 3283 pushes directly against those limits.

If enacted, this statute will almost certainly generate litigation testing the boundaries of Missouri’s constitutional restrictions on delegating governmental authority.

For these reasons, HB 3283 should not advance.

You are handing the public checkbook to someone voters cannot remove.

Legislative Notice:

The General Assembly is placed on notice that HB 3283 authorizes binding interest arbitration governing public employee compensation and employment conditions—matters that directly determine the expenditure of taxpayer funds.

Statutory schemes that allow private arbitrators to impose binding fiscal obligations on public bodies raise foreseeable constitutional questions involving:

- separation of powers**
- improper delegation of governmental authority**
- and the constitutional role of elected officials in controlling public expenditures.**

Missouri courts have previously recognized the constitutional sensitivity surrounding public-sector collective bargaining arrangements that limit governmental discretion over employment policy and public funds.

Because HB 3283 authorizes binding decisions affecting public expenditures by individuals who are neither elected nor politically accountable, the statute presents a predictable risk of constitutional challenge.

The General Assembly should carefully consider these structural implications before transferring fiscal authority from elected officials to private arbitrators.

Footnotes:

Missouri Constitution

Article III — Legislative authority over public expenditures

Article VI §23 — Local government fiscal authority

Case Law

City of Springfield v. Clouse, 356 Mo. 1239 (Mo. banc 1947)

Missouri Coalition for the Environment v. Joint Committee on Administrative Rules, 948 S.W.2d 125 (Mo. banc 1997)