



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3306		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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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: JAY SCHROEDER		PHONE NUMBER: 573-632-4209	
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			
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 4:04 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 6:46 AM	
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HB 3306 dramatically alters the balance of authority between elected government officials and unelected private arbitrators in the management of public employment contracts.

Under this proposal, disputes between public labor organizations and government employers may be forced into binding interest arbitration.

Once invoked, a single arbitrator—selected from private arbitration panels—may issue decisions that directly determine public wages, benefits, and working conditions funded by taxpayer dollars. This structure effectively transfers core fiscal and policy decisions away from elected officials who are accountable to voters and places them in the hands of individuals who are not.

Public budgets are legislative decisions. They are subject to democratic accountability, public oversight, and constitutional constraints. HB 3306 risks undermining that structure by allowing arbitrators to impose contract terms that may obligate public expenditures without direct legislative approval or electoral accountability.

The bill also creates a procedural imbalance by allowing either party to declare an impasse and initiate arbitration. This mechanism encourages strategic use of arbitration rather than genuine negotiation, fundamentally altering the incentives that normally drive collective bargaining. When one party may force binding arbitration unilaterally, the negotiating process itself becomes distorted.

Missouri law has long recognized the distinction between private sector labor relations and public employment, precisely because government employers must remain accountable to the taxpayers who fund their operations. HB 3306 erodes that distinction by allowing binding decisions affecting public finances to be made outside the normal legislative process.

For these reasons, HB 3306 raises serious structural concerns regarding fiscal accountability, democratic governance, and the proper allocation of public decision-making authority. The General Assembly should decline to enact a framework that places public budget authority in the hands of private arbitrators rather than elected representatives.

Legislative Notice:

The General Assembly is placed on notice that HB 3306 authorizes binding interest arbitration capable of determining public compensation and employment terms funded by taxpayer revenue. Legislative bodies possess primary constitutional authority over public expenditures and fiscal policy.

Any statutory framework that permits unelected arbitrators to impose financial obligations on public entities raises potential concerns related to separation of powers and the proper delegation of governmental authority under the Missouri Constitution.

The legislature should therefore carefully consider whether the delegation of binding fiscal decision-making authority contemplated in HB 3306 is consistent with the constitutional structure governing public finance and democratic accountability in the State of Missouri.