

## Missouri NEA Communications Briefing

# Collective Bargaining

### The Issue

The Missouri Constitution grants collective bargaining rights to all public and private sector employees. Missouri's public sector bargaining law provides for elected representation and binding agreements, but it excludes teachers and law enforcement personnel.

A 2007 Missouri Supreme Court decision grants all public sector employees bargaining rights, but no implementing law exists for schoolteachers. Missouri NEA has worked with other public sector unions to advance legislation to cover the key components of a good collective bargaining law: elected representation, good faith bargaining, proper ratification of agreements and a fair process to resolve impasse. However, the legislature has enacted no such law.

Despite vigorous opposition by MNEA and other unions, the legislature passed House Bill 1413 in 2018. The bill applies to many public labor organizations, but it exempts law enforcement, fire fighters, corrections officers and emergency medical personnel. The paycheck portion of the bill requires annual authorization for payroll deduction of payments for association dues and annual authorization of member contributions for political action. The bill contains many harmful provisions that will interfere with employee participation in unions and local control of public sector bargaining.

### What This Means to Educators

A good collective bargaining law will empower all school employees to advocate for the resources and working conditions they need to best meet the needs of their students. A bad bargaining law, such as the recently enacted H.B. 1413, will leave teachers without an effective voice and deny school districts the opportunity to bargain true agreements with employees and implement them together for the benefit of students in the district.

### MNEA's Position

MNEA supports collective bargaining rights for all education employees to promote school environments where educators and students can excel.

Implementing legislation should provide for exclusive recognition and good faith bargaining to reach an amicable agreement.

Legislation containing provisions that interfere with employee participation in unions, local control of public sector bargaining and proper implementation of public employees' constitutional collective bargaining rights should be repealed or overturned by a court of law.

### Challenges

A unified, organized local is necessary to move forward on gaining recognition as an exclusive bargaining representative and ultimately reaching a bargained agreement with a school district. A strong local affiliate is also necessary to implement the agreement and make sure that it is properly carried out.

Local associations will need MNEA's support in advocating for their working conditions and the learning conditions of their students.

### What You Can Do

Talk to your state representative and state senator about the need to enact a good collective bargaining law and to reject any proposal that would prevent districts and employees from reaching bargained agreements.

Ask your MNEA local president how you can help strengthen your local's progress toward reaching and implementing a bargained agreement. Surveying school board candidates on collective bargaining issues and getting involved in school board elections can make a difference.

Find MNEA's Legislative Platform at [www.mnea.org/Missouri/PlatformPriorities.aspx](http://www.mnea.org/Missouri/PlatformPriorities.aspx)



MNEA believes that all students deserve the opportunity to attend a quality public school.



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