

1

GIVE WORKERS A VOICE IN UNION ELECTIONS

Objective

Missouri workers should have a say in deciding who best represents their interests

Why it's Needed

- Most current government union members have never voted to choose their representation and certify their union.
- Once a union is certified as the exclusive representative, there are limited options for changing representation.

What it Does

Requires regular recertification elections – workers will have the option to renew current representation, choose new representation or choose to have no exclusive representation.

2

PUBLIC ACCESS TO COLLECTIVE BARGAINING

Objective

Missourians should have the same right to access government union contract negotiations as they have to monitor legislative hearings

Why it's Needed

- Legal loopholes exempt negotiations from the state open records law.
- Missourians have no oversight of how their tax dollars are spent on government union labor agreements.

What it Does

Classifies government union labor agreement meetings as public meetings – citizens can access these meetings and request any meeting documents.

3

END UNION FINANCIAL SECRECY

Objective

Missouri workers should know how their government union spends their dues

Why it's Needed

- Private sector unions already file financial disclosures with the Department of Labor for union members and the public to review.
- However, government unions are not held to these same transparency standards.

What it Does

Requires government unions to disclose the same financial information as unions representing workers in the private sector.

4

CLEAR LABOR AGREEMENT TIME LIMITS

Objective

Missouri government should not be bound indefinitely to unsustainable agreements with unions

Why it's Needed

- Evergreen clauses can bind parties to agreements many years beyond the original term. Unions can keep favorable terms in effect and not agree to new contracts even when the government cannot afford it.

What it Does

Prohibits the economic terms of any government union contract from exceeding one year – One party cannot keep favorable terms in place beyond the original agreement's end date.