

Returned Labor 5/14/83
Without recommendation 1/9 (p. 22)

FILED MAR 18 1983

SENATE FILE 476

BY COMMITTEE ON LABOR AND INDUSTRIAL RELATIONS
Approved 3/18/83 (p. 249)
(FORMERLY SSB 279)

Passed Senate, Date 1-16-84 (p. 125) Passed House, Date _____
Vote: Ayes 24 Nays 24 Vote: Ayes _____ Nays _____
Approved _____

Motion to reconsider (p. 125) w/rd 3/26

A BILL FOR

1 An Act relating to the scope of negotiation in public employ-
2 ment contract negotiations, membership in a bargaining
3 unit, and the remedial powers of the public employment
4 relations board.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

SENATE FILE 476
FISCAL NOTE

REQUESTED BY SENATOR TAYLOR

In compliance with a written request there is hereby submitted a Fiscal Note for Senate File 476 pursuant to Joint Rule 17.

Senate File 476 makes several changes in the statutes pertaining to the Public Employment Relations Board. The scope of negotiations under section 20 is changed; numerous topics are added on which the parties may not refuse to negotiate. The parties are allowed to negotiate on items which are not listed. The definition of a confidential employee is changed. The automatic exclusion of principals and assistant principals from the provisions of chapter 20 is eliminated. The PER Board may order remedies and may petition the district court for enforcement of board orders.

This bill is not expected to have a significant effect the expenditures or revenues of the Iowa Public Employment Relations Board. The bill may have a fiscal effect upon state or local governments. The cost of the negotiations process may increase, as may the cost of the collective bargaining agreements reached under chapter 20. However, it is not possible to estimate the costs in advance.

(Allis, 83-456, JMN)

SOURCE: PUBLIC EMPLOYMENT RELATIONS BOARD
COMPTROLLER'S OFFICE

RECEIVED BY THE SECRETARY OF THE SENATE, MARCH 31, 1983
FILED: BY LEGISLATIVE FISCAL BUREAU
APRIL 6, 1983 DENNIS C. PROUTY, DIRECTOR

1 Section 1. Section 20.3, subsection 7, unnumbered paragraph
2 1, Code 1983, is amended by striking the unnumbered paragraph
3 and inserting in lieu thereof the following:

4 "Confidential employee" means a public employee who acts
5 and assists, in a confidential capacity, persons who formulate,
6 determine, and affectuate managerial decisions affecting labor
7 relations.

8 Sec. 2. Section 20.4, subsection 2, unnumbered paragraph
9 2, Code 1983, is amended to read as follows:

10 Supervisory employee means any individual having authority
11 in the interest of the public employer to hire, transfer,
12 suspend, layoff, recall, promote, discharge, assign, reward
13 or discipline other public employees, or the responsibility
14 to direct them, or to adjust their grievances, or effectively
15 to recommend such action, if in connection with the foregoing
16 exercise of such authority is not of a merely routine or
17 clerical nature, but requires the use of independent judgment.
18 All school superintendents, and assistant superintendents,
19 ~~principals and assistant principals~~ shall be deemed to be
20 supervisory employees.

21 Sec. 3. Chapter 20, Code 1983, is amended by adding the
22 following new section after section 20.6 and renumbering the
23 remaining sections:

24 NEW SECTION. 20.6A REMEDY VIOLATIONS OF THIS CHAPTER.

25 The board may stay an action by a party prior to hearing,
26 by temporary order, if the board determines a stay of an
27 action is necessary to achieve the purposes of this chapter.

28 The board may issue but is not limited to the following orders
29 after a hearing is conducted:

30 1. Cease and desist orders.

31 2. Orders of affirmative action to correct wrongful
32 conduct.

33 3. Orders of reinstatement of employees.

34 4. Awards of actual damages plus interest as allowed by
35 law.

1 An order of remedy by the board constitutes a final agency
2 action under chapter 17A.

3 Sec. 4. Section 20.9, Code 1983, is amended by striking
4 the section and inserting in lieu thereof the following:

5 20.9 SCOPE OF NEGOTIATIONS.

6 1. The public employer and employee organization shall
7 meet at reasonable times, including meeting reasonably in
8 advance of the employer's budget-making process, to negotiate
9 in good faith on proposals reasonably related to wages; a
10 salary schedule; shift differentials; overtime compensation,
11 including credit for compensatory time; supplemental pay and
12 benefits; allowances and reimbursements for necessary costs
13 incurred in employment; secondary employment; break or prepara-
14 tion time; insurance; job classifications and job descriptions;
15 bargaining unit work; physical examination and fitness
16 standards for an employee's continued employment and job
17 assignment; early retirement programs and individual retirement
18 benefits; training and education benefits; evaluation
19 procedures and remediation; promotion procedures; transfers;
20 procedures and criteria for staff reduction and recall;
21 discipline and discharge; vacations; holidays; leaves of
22 absence; seniority; health and safety matters including minimum
23 equipment and staffing; hours; grievance procedures; and
24 separate grievance files.

25 2. The employer and employee organization shall negotiate
26 the employee organization's right to have space provided for
27 the posting of information, the conduct of meetings, and the
28 receipt of correspondence. Negotiations shall also include
29 terms authorizing dues checkoff and payroll deductions, for
30 all purposes, for members of the employee organization. If
31 an agreement provides for dues checkoff or payroll deduction,
32 a member's dues may only be checked off or a deduction made
33 upon the member's written request and the member may terminate
34 the dues checkoff or deduction at any time by giving thirty
35 days' written notice. An agreement reached under this section

1 shall be embodied in writing and signed by the parties. The
2 obligation to negotiate in good faith does not compel either
3 party to agree to a proposal or make a concession.

4 3. The employee organization and the public employer may
5 mutually agree to negotiate on items which are not listed
6 in this section. Section 20.7 does not apply to the subjects
7 of bargaining contained in subsections 1 and 2. The bargaining
8 subjects listed under subsections 1 and 2 shall be given their
9 ordinary meaning.

10 4. This section shall not diminish the authority and power
11 of the Iowa merit employment department, state board of
12 regents' merit system, educational radio and television
13 facility board's merit system, or any civil service commission
14 established by constitutional provision, statute, charter
15 or special act to recruit employees, prepare, conduct and
16 grade examinations, rate candidates in order of their relative
17 scores for certification for appointment or promotion or for
18 other matters of classification, reclassification or appeal
19 rights in the classified service of the public employer served.

20 5. Proposals in conflict with state-mandated retirement
21 systems are excluded from the scope of negotiations.

22 6. Discharged public employees of the state covered under
23 chapter 279 shall follow either the grievance procedures pro-
24 vided in their collective bargaining agreement or the pro-
25 cedures under chapter 279.

26 EXPLANATION

27 Section 1 changes the definition of a confidential employee.

28 Section 2 eliminates the automatic exclusion of principals
29 and assistant principals from the provisions of chapter 20.

30 Section 3 provides remedies which may be ordered by the
31 public employment relations board and allows the board to
32 petition the district court for enforcement of board orders.

33 Section 4 strikes the scope of negotiations section of
34 chapter 20 and replaces it with the existing language except
35 in-service training is eliminated. Additional items have

1 been added to the scope, including payroll deductions, a
2 salary schedule, credit for compensatory time, supplemental
3 benefits, allowances and reimbursements, secondary employment,
4 break and preparation time, job descriptions, promotion
5 procedures, evaluation remediation, bargaining unit work,
6 employee physical examination and fitness standards, early
7 retirement programs and individual retirement benefits,
8 training and education benefits, criteria for staff reduction
9 and recall, discipline and discharge, health and safety matters
10 which relate to minimum equipment, and staffing and payroll
11 deductions are the additional mandatory items of negotiations.
12 The parties must also negotiate on the employee organization's
13 right to have space available for meetings, receipt of
14 correspondence, and the posting of information. The bill
15 also allows the parties to negotiate on items which are not
16 listed. The employer or employee organization may not refuse
17 to negotiate on the listed items and the listed items are
18 given their ordinary meaning. Only state-mandated retirement
19 systems are excluded from negotiations. However, the authority
20 granted merit employment and other political subdivisions
21 is retained. Discharged teachers are required to pursue
22 either the procedures provided under chapter 279 or the
23 grievance procedures provided in their collective bargaining
24 agreement.

25 This bill takes effect July 1 following enactment.

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SENATE FILE 476

S-3375

- 1 Amend Senate File 476 as follows:
2 1. Page 2, by striking lines 9 through 28 and
3 inserting in lieu thereof the following: "in good
4 faith with respect to wages, hours, vacations,
5 insurance, holidays, leaves of absence, shift
6 differentials, overtime, compensation, supplemental
7 pay, seniority, transfer procedures, job
8 classifications, health and safety matters, evaluation
9 procedures, procedures for staff reduction and in
10 service training.
11 2. Negotiations shall also include".
12 2. Page 3, by striking line 20 and inserting in
13 lieu thereof the following:
14 "5. All retirement".

S-3375 FILED *Lock 1/12/84 (p 12)* BY CALVIN O. HULTMAN
MARCH 28, 1983

SENATE FILE 476

S-3750

- 1 Amend Senate File 476 as follows:
2 1. Page 2, by striking lines 6 through 30 and
3 inserting in lieu thereof the following:
4 "1. The public employer and employee organizations
5 shall meet at reasonable times, including meeting
6 reasonably in advance of the employer's budget-making
7 process, to negotiate in good faith on proposals
8 reasonably related to wages, hours, and other terms
9 and conditions of employment.
10 2. Negotiations shall also include terms
11 authorizing dues checkoff and payroll deductions for
12 members of the employee organization. If".
13 2. Page 3, by striking lines 6 through 9 and
14 inserting in lieu thereof the following: "in this
15 section. Existing provisions of a collective
16 bargaining agreement which is the subject of
17 negotiation shall not be eliminated from a subsequent
18 agreement without the mutual written consent of the
19 parties to the agreement."
20 3. By correcting internal references as necessary.

S-3750 FILED *W.C. 1/12/84 (p 11)* BY MILO COLTON
MAY 2, 1983

SENATE FILE 476

S-3795

- 1 Amend Senate File 476 as follows:
2 1. Page 3, line 6, by inserting after the word
3 "section." the words "Existing permissive provisions
4 of a collective bargaining agreement which is the
5 subject of negotiation shall not be eliminated from
6 a subsequent agreement without the mutual written
7 consent of the parties to the agreement."

S-3795 FILED BY MILO COLTON
MAY 4, 1983

Entered out of order 1/16/84 (p 11)

SENATE 17
MARCH 29, 1983

SENATE FILE 476

S-3370

- 1 Amend Senate File 476 as follows:
- 2 1. Page 1, by striking lines 1 through 7.
- 3 2. By renumbering as necessary.

S-3370 FILED *Lost 1/2/84 (p. 69)* BY CALVIN O. HULTMAN
MARCH 28, 1983

SENATE FILE 476

S-3371

- 1 Amend Senate File 476 as follows:
- 2 1. Page 1, by striking lines 8 through 20.
- 3 2. By renumbering as necessary.

S-3371 FILED *Lost 1/2/84 (p. 69)* BY CALVIN O. HULTMAN
MARCH 28, 1983 *Reconsidered & adopted 1/16 (p. 123)*

SENATE FILE 476

S-3372

- 1 Amend Senate File 476 as follows:
- 2 1. Page 2, line 35, by inserting after the word
- 3 "notice." the following: "However, an employer and
- 4 employee organization are not required to negotiate
- 5 terms authorizing a dues checkoff or payroll deduction
- 6 if the dues checkoff or payroll deduction is primarily
- 7 for contribution to a committee as defined in chapter
- 8 56 or for any political activity."

S-3372 FILED *Lost 1/4/84 (p. 74)* BY CALVIN O. HULTMAN
MARCH 28, 1983

SENATE FILE 476

S-3373

- 1 Amend Senate File 476 as follows:
- 2 1. Page 3, by striking lines 6 through 9 and
- 3 inserting in lieu thereof the following: "in this
- 4 section."

S-3373 FILED BY CALVIN O. HULTMAN
MARCH 28, 1983

Filed out of order 1/16 (p. 119)

SENATE FILE 476

S-3374

- 1 Amend Senate File 476 as follows:
- 2 1. By striking page 1, line 21 through page 2,
- 3 line 2.
- 4 2. By renumbering as necessary.

S-3374 FILED *Lost 1/2/84 (p. 71)* BY CALVIN O. HULTMAN
MARCH 28, 1983

SENATE FILE 476

S-5017

- 1 Amend Senate File 476 as follows:
- 2 1. Page 1, line 6 by striking the word "aff-
- 3 ectuate" and inserting in lieu thereof the word
- 4 "effectuate".

S-5017 FILED
JANUARY 12, 1984
Adopted 1/16 (p. 122)

BY TOM MANN, JR.

SENATE FILE 476

S-5018

- 1 Amend Senate File 476 as follows:
- 2 1. Page 2, line 19, by striking the words "pro-
- 3 motion procedures;".

S-5018 FILED & ADOPTED BY ARTHUR A. SMALL, JR.
JANUARY 12, 1984 *(p. 122) Motion to reconsider (p. 100)*
Reconsider: Rubbed out of order 1/16 (p. 120)

SENATE FILE 476

S-5019

- 1 Amend Senate File 476 as follows:
- 2 1. Page 2, line 9, by striking the words "on
- 3 proposals reasonably related to" and inserting the
- 4 words in lieu thereof "with respect to".

S-5019 FILED
JANUARY 12, 1984
Rubbed out of order 1/16 (p. 121)

BY BILL HUTCHINS

SENATE FILE 476

S-5013

Amend Senate File 476 as follows:

1. Page 1, by inserting after line 20 the following new section:

"Sec. ____ Section 20.6, subsection 4, Code 1983, is amended to read as follows:

4. Hold hearings and administer oaths, examine witnesses and documents, take testimony and receive evidence, issue subpoenas to compel the attendance of witnesses and the production of records, and delegate such power to a member of the board, or persons appointed or employed by the board, including hearing officers for the performance of its functions. Hearing costs shall be assessed equally against the public employer and the employee organization except in hearings conducted under chapter 17A. The board may petition the district court at the seat of government or of the county wherein any hearing is held to enforce a board order compelling the attendance of witnesses and production of records."

2. Renumber sections and correct internal references as are necessary in accordance with this amendment.

S-5013 FILED

BY JOHN W. JENSEN

JANUARY 12, 1984 *Motion to Reconsider (p. 100)*

ADOPTED (p. 70) *Reconsidered & Read 1/16 (p. 123)*

SENATE FILE 476

S-5015

Amend Senate File 476 as follows:

1. Page 3, by striking lines 4 through 9 and inserting in lieu thereof the following:

"3. The public employer and employee organization shall meet at reasonable times, including meeting reasonably in advance of the employer's budget-making process, to negotiate in good faith on proposals reasonably related to all other terms and conditions of employment not included in subsection 1; however negotiations under the provisions of this subsection shall not be subject to the binding arbitration provisions of section 20.22."

S-5015 FILED

BY ARTHUR A. SMALL, JR.

JANUARY 12, 1984

BILL HUTCHINS

Out of order 1/16 (p. 120)

SENATE FILE 476

S-5016

Amend Senate File 476 as follows:

1. Page 2, line 23, by striking the words "equipment and".

S-5016 FILED & ADOPTED

BY ARTHUR A. SMALL, JR.

JANUARY 12, 1984 (p. 13)

Reconsidered & Filed out of order 1/16 (p. 120)

SENATE FILE 476

S-5006

1 Amend Senate File 476 as follows:
2 1. Page 3, by inserting after line 25 the following
3 new-section:

4 "Sec. ____ Section 20.17, Code 1983, is amended
5 by adding the following new subsection:
6 NEW SUBSECTION. 11. Negotiating sessions involving
7 a school district as a public employer and an employee
8 organization shall not be conducted on any evening
9 prior to a regular school day if any of the
10 representatives of the public employer or employee
11 organization are responsible for the instruction,
12 supervision or administration of public school pupils."
13 2. Renumber sections and correct internal
14 references as are necessary in accordance with this
15 amendment.

S-5006 FILED

BY JOE BROWN

JANUARY 11, 1984

W/R 1/16 (p. 121)

SENATE FILE 476

S-5012

1 Amend Senate File 476 as follows:

2 1. By striking everything after the enacting
3 clause and inserting in lieu thereof the following:
4 "Section 1. Section 20.9, unnumbered paragraph
5 1, Code 1983, is amended to read as follows:
6 20.9 SCOPE OF NEGOTIATIONS. The public employer
7 and the employee organization shall meet at reasonable
8 times, including meetings reasonably in advance of
9 the public employer's budget-making process, to
10 negotiate in good faith with respect to wages, hours,
11 vacations, insurance, holidays, leaves of absence,
12 shift differentials, overtime compensation,
13 supplemental pay, seniority, transfer procedures,
14 job classifications, health and safety matters,
15 evaluation procedures, procedures for staff reduction,
16 in-service training, salary schedules, breaks and
17 preparation time, early retirement programs, physical
18 examinations and other matters mutually agreed upon.
19 Negotiations shall also include terms authorizing
20 dues checkoff for members of the employee organization
21 and grievance procedures for resolving any questions
22 arising under the agreement, which shall be embodied
23 in a written agreement and signed by the parties.
24 If an agreement provides for dues checkoff, a member's
25 dues may be checked off only upon the member's written
26 request and the member may terminate the dues checkoff
27 at any time by giving thirty days' written notice.
28 Such obligation to negotiate in good faith does not
29 compel either party to agree to a proposal or make
30 a concession."
31 2. Title, lines 2 through 4 by striking the words
32 ", membership in a bargaining unit, and the remedial
33 powers of the public employment relations board".

S-5012 FILED & LOST
JANUARY 12, 1984 *(p. 68)*

BY ARTHUR L. GRATIAS

SENATE FILE 476

S-5001

1 Amend Senate File 476 as follows:
 2 1. Page 3, by inserting after line 25 the following
 3 new sections:
 4 "Sec. ____ . Section 20.25, subsection 2, paragraph
 5 d, Code 1983, is amended to read as follows:
 6 d. The amounts of the initiation fee and monthly
 7 dues members must pay. Annually, each employee
 8 organization shall publish a list of its members and
 9 the annual dues paid by each member.
 10 Sec. ____ . Section 20.25, subsection 7, Code 1983,
 11 is amended by striking the subsection and inserting
 12 in lieu thereof the following:
 13 7. The financial condition and transactions of
 14 every employee organization shall be audited in the
 15 same manner as provided in section 11.18.
 16 Sec. ____ . Section 20.25, Code 1983, is amended
 17 by adding the following new subsection:
 18 NEW SUBSECTION. 8. Each employee organization
 19 shall annually publish an accounting of all moneys
 20 expended for expenses incurred by and salaries paid
 21 to legislative representatives and lobbyists of the
 22 employee organization."
 23 2. Renumber sections and correcting internal
 24 references as are necessary in accordance with this
 25 amendment.

S-5001 FILED
 JANUARY 10, 1984

BY CALVIN O. HULTMAN

Post 1/16 (p. 121)

SENATE FILE 476

S-5003

1 Amend Senate File 476 as follows:
 2 1. Page 2, lines 14 and 15 by striking the words
 3 "and job descriptions; bargaining unit work".
 4 2. Page 2, line 19 by inserting after the word
 5 "remediation" the word "procedures".
 6 3. Page 2, lines 22 and 23 by striking the words
 7 "including minimum equipment and staffing".
 8 4. Page 3, lines 6 and 7 by striking the words
 9 "Section 20.7 does not apply to the subjects of
 10 bargaining contained in subsections 1 and 2."

S-5003 FILED

BY ARTHUR A. SMALL, JR.

JANUARY 11, 1984

A. Adapted B-2/10 1/12 (p. 72)

A. Reconsidered & ruled out of order 1/16 (p. 119)

C - Ruled out of order 1/16 (p. 120)

SENATE FILE 476

S-5023

1 Amend Senate File 476 as follows:
2 1. Page 2, line 23, by inserting after the word
3 "procedures" the words ", including procedures that
4 may be used in lieu of the appeal procedures under
5 chapter 400".
6 2. Page 3, by inserting after line 25 the following
7 new subsection:
8 "7. Notwithstanding subsection 4, public employees
9 covered under chapter 400 shall follow the grievance
10 procedures provided in the collective bargaining
11 agreement in lieu of the appeal procedures provided
12 in chapter 400 if grievance procedures are included
13 in the collective bargaining agreement."

S-5023 FILED

BY CALVIN O. HULTMAN

JANUARY 16, 1984
RULED OUT OF ORDER (p. 120)

SENATE FILE 476

S-5024

1 Amend Senate File 476 as follows:
2 1. Page 2, line 21, by inserting after the word
3 "discharge" the word "procedures".

S-5024 FILED

BY CALVIN O. HULTMAN

JANUARY 16, 1984
RULED OUT OF ORDER (p. 120)

SENATE FILE 476

S-5025

1 Amend Senate File 476 as follows:
2 1. Page 2, line 19, by striking the word
3 "transfers" and inserting in lieu thereof the words
4 "transfer procedures".

S-5025 FILED

BY CALVIN O. HULTMAN

JANUARY 16, 1984
RULED OUT OF ORDER (p. 120)

SENATE FILE 476

S-5026

1 Amend Senate File 476 as follows:
2 1. Page 3, by striking lines 22 through 25 and
3 inserting in lieu thereof the following:
4 "6. Terminated public employees covered under
5 chapter 279 shall follow the grievance procedures
6 provided in the collective bargaining agreement.
7 The termination procedures under chapter 279 shall
8 only apply to public employees who are not covered
9 by grievance procedures in a collective bargaining
10 agreement."

S-5026 FILED & LOST (p. 121)
JANUARY 16, 1984

BY CALVIN O. HULTMAN

SENATE FILE 476

S-5020

1 Amend Senate File 476 as follows:

2 1. Page ~~1~~, line 23, by striking the words
3 "procedures; and" and inserting in lieu thereof
4 the word "procedures;".

5 2. Page ~~2~~, line 24, by inserting after the word
6 "files" the words ";and notwithstanding any other
7 provision of the code, the right to strike in lieu
8 of any or all of the impasse procedures provided for
9 in this chapter".

S-5020 FILED & WITHDRAWN
JANUARY 16, 1984 (p. 117)

BY JOHN W. JENSEN

SENATE FILE 476

S-5021

1 Amend Senate File 476 as follows:

2 1. Page 2, line 23, by striking the words
3 "procedures; and" and inserting in lieu thereof
4 the word "procedures;".

5 2. Page 2, line 24, by inserting after the word
6 "files" the words ";and notwithstanding any other
7 provision of the Code, the right to strike in lieu
8 of any or all of the impasse procedures provided for
9 in this chapter".

S-5021 FILED
JANUARY 16, 1984
RULED OUT OF ORDER (p. 120)

BY JOHN W. JENSEN

SENATE FILE 476

S-5022

1 Amend Senate File 476 as follows:

2 1. Page 2, line 20, by striking the words "and
3 criteria".

S-5022 FILED
JANUARY 16, 1984
RULED OUT OF ORDER (p. 120)

BY CALVIN O. HULTMAN

SENATE 4
JANUARY 17, 1984

SENATE FILE 476

S-5029

1 Amend the Small and Anderson amendment, S-5027,
2 to Senate File 476 as follows:
3 1. Page 1, line 18, by inserting after the word
4 "discharge" the word "procedures".

S-5029 FILED & LOST BY CALVIN O. HULTMAN
JANUARY 16, 1984 (p.118)

SENATE FILE 476

S-5030

1 Amend the Small and Anderson amendment, S-5027
2 to Senate File 476 as follows:
3 1. Page 1, line 20, by inserting after the word
4 "procedures" the words ", including procedures that
5 may be used in lieu of the appeal procedures under
6 chapter 400,".
7 2. Page 1, by inserting after line 24 the
8 following:
9 "____. Page 3, by inserting after line 25 the
10 following new subsection:
11 "7. Notwithstanding subsection 4, public employees
12 covered under chapter 400 shall follow the grievance
13 procedures provided in the collective bargaining
14 agreement in lieu of the appeal procedures provided
15 in chapter 400 if grievance procedures are included
16 in the collective bargaining agreement."

S-5030 FILED & LOST BY CALVIN O. HULTMAN
JANUARY 16, 1984 (p.118)

SENATE FILE 476

S-5031

1 Amend the amendment S-5027 to Senate File 476
2 as follows:
3 1. Page 1, line 18, by striking the words
4 "discipline and discharge,".

S-5031 FILED & LOST BY CALVIN O. HULTMAN
JANUARY 16, 1984 (p.119)

SENATE FILE 476

S-5032

1 Amend Senate File 476 as follows:
2 1. Page 2, by inserting after line 24 the
3 following:
4 "For purposes of this subsection, minimum staffing
5 includes determination of number of pupils per
6 classroom."

S-5032 FILED & LOST BY JOE BROWN
JANUARY 16, 1984 (p.124)

SENATE 3
JANUARY 17, 1984

SENATE FILE 476

S-5027

1 Amend Senate File 476 as follows:

2 1. Page 2, by striking lines 6 through 24 and
3 inserting in lieu thereof the following:

4 "1. The public employer and the employee
5 organization shall meet at reasonable times, including
6 meetings reasonably in advance of the public employer's
7 budget-making process, to negotiate in good faith
8 with respect to wages, salary schedules, hours,
9 vacations, insurance, holidays, leaves of absence,
10 shift differentials, overtime compensation,
11 compensatory time, supplemental pay and benefits,
12 seniority, transfer procedures, job classifications,
13 health and safety matters, evaluation procedures,
14 procedures for staff reduction, in-service training,
15 allowances and reimbursement for necessary costs
16 incurred in employment, break and preparation time,
17 training and education benefits, minimum staffing,
18 discipline and discharge, and early retirement programs
19 and individual retirement benefits, grievance
20 procedures and all other matters mutually agreed
21 upon."

22 2. Page 3, by striking lines 6 and 7 and inserting
23 in lieu thereof the words "in this section. The
24 bargaining".

S-5027 FILED & ADOPTED
JANUARY 16, 1984 (p. 119)

BY ARTHUR A. SMALL, JR.
TED ANDERSON

SENATE FILE 476

S-5028

1 Amend the amendment S-5027 to Senate File 476 as
2 follows:

3 1. Page 1, line 21, by inserting after the word
4 "upon" the words "; and notwithstanding any
5 other provision of the Code, the right to strike
6 in lieu of any or all of the impasse procedures
7 provided for in this chapter".

S-5028 FILED & LOST
JANUARY 16, 1984 (p. 118)

BY JOHN W. JENSEN