

## **20.10 Prohibited practices.**

1. It shall be a prohibited practice for any public employer, public employee or employee organization to willfully refuse to negotiate in good faith with respect to the scope of negotiations as defined in section 20.9.

2. It shall be a prohibited practice for a public employer or the employer's designated representative willfully to:

*a.* Interfere with, restrain or coerce public employees in the exercise of rights granted by this chapter.

*b.* Dominate or interfere in the administration of any employee organization.

*c.* Encourage or discourage membership in any employee organization, committee or association by discrimination in hiring, tenure, or other terms or conditions of employment.

*d.* Discharge or discriminate against a public employee because the employee has filed an affidavit, petition or complaint or given any information or testimony under this chapter, or because the employee has formed, joined or chosen to be represented by any employee organization.

*e.* Refuse to negotiate collectively with representatives of certified employee organizations as required in this chapter.

*f.* Deny the rights accompanying certification or exclusive recognition granted in this chapter.

*g.* Refuse to participate in good faith in any agreed upon impasse procedures or those set forth in this chapter.

*h.* Engage in a lockout.

3. It shall be a prohibited practice for public employees or an employee organization or for any person, union or organization or their agents willfully to:

*a.* Interfere with, restrain, coerce or harass any public employee with respect to any of the employee's rights under this chapter or in order to prevent or discourage the employee's exercise of any such right, including, without limitation, all rights under section 20.8.

*b.* Interfere, restrain, or coerce a public employer with respect to rights granted in this chapter or with respect to selecting a representative for the purposes of negotiating collectively on the adjustment of grievances.

*c.* Refuse to bargain collectively with a public employer as required in this chapter.

*d.* Refuse to participate in good faith in any agreed upon impasse procedures or those set forth in this chapter.

*e.* Violate section 20.12.

*f.* Violate the provisions of sections 732.1 to 732.3, which are hereby made applicable to public employers, public employees and public employee organizations.

*g.* Picket in a manner which interferes with ingress and egress to the facilities of the public employer.

*h.* Engage in, initiate, sponsor or support any picketing that is performed in support of a strike, work stoppage, boycott or slowdown against a public employer.

*i.* Picket for any unlawful purpose.

4. The expressing of any views, argument or opinion, or the dissemination thereof, whether in written, printed, graphic, or visual form, shall not constitute or be evidence of any unfair labor practice under any of the provisions of this chapter, if such expression contains no threat of reprisal or force or promise of benefit.

[C75, 77, 79, 81, § 20.10]