

House File 111 - Introduced

HOUSE FILE 111

BY HUNTER

A BILL FOR

1 An Act relating to subjects of negotiation for public
2 employee collective bargaining and including applicability
3 provisions.

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

1 Section 1. Section 20.9, subsections 1 and 3, Code 2021, are
2 amended to read as follows:

3 1. The public employer and the employee organization shall
4 meet at reasonable times, including meetings reasonably in
5 advance of the public employer's budget-making process, to
6 negotiate in good faith with respect to insurance, leaves of
7 absence, health and safety matters, and in-service training.
8 For negotiations regarding a bargaining unit with at least
9 thirty percent of members who are public safety employees, the
10 public employer and the employee organization shall meet at
11 reasonable times, including meetings reasonably in advance of
12 the public employer's budget-making process, to negotiate in
13 good faith with respect to wages, hours, vacations, ~~insurance,~~
14 ~~holidays, leaves of absence,~~ shift differentials, overtime
15 compensation, supplemental pay, seniority, transfer procedures,
16 job classifications, ~~health and safety matters,~~ evaluation
17 procedures, procedures for staff reduction, ~~in-service~~
18 ~~training,~~ grievance procedures for resolving any questions
19 arising under the agreement, and other matters mutually
20 agreed upon. For negotiations regarding a bargaining unit
21 that does not have at least thirty percent of members who are
22 public safety employees, the public employer and the employee
23 organization shall meet at reasonable times, including meetings
24 reasonably in advance of the public employer's budget-making
25 process, to negotiate in good faith with respect to base wages
26 and other matters mutually agreed upon. Such obligation to
27 negotiate in good faith does not compel either party to agree
28 to a proposal or make a concession. Mandatory subjects of
29 negotiation specified in [this subsection](#) shall be interpreted
30 narrowly and restrictively.

31 3. All retirement systems, dues checkoffs, and other
32 payroll deductions for political action committees or other
33 political contributions or political activities shall be
34 excluded from the scope of negotiations. For negotiations
35 regarding a bargaining unit that does not have at least thirty

1 percent of members who are public safety employees, ~~insurance,~~
2 ~~leaves of absence for political activities,~~ supplemental pay,
3 transfer procedures, evaluation procedures, procedures for
4 staff reduction, and subcontracting public services shall also
5 be excluded from the scope of negotiations.

6 Sec. 2. APPLICABILITY. This Act applies to collective
7 bargaining procedures pursuant to chapter 20 initiated on or
8 after the effective date of this Act.

9

EXPLANATION

10 The inclusion of this explanation does not constitute agreement with
11 the explanation's substance by the members of the general assembly.

12 This bill provides that insurance, leaves of absence, health
13 and safety matters, and in-service training are mandatory
14 subjects of negotiation for public employee collective
15 bargaining, including bargaining for both public safety
16 employees, as defined in Code chapter 20, and non-public safety
17 employees. Under current law, those subjects of negotiation
18 are only mandatory for public safety employees.

19 The bill applies to collective bargaining procedures
20 pursuant to Code chapter 20 initiated on or after the effective
21 date of the bill.