

Missouri Public Sector Labor Law

Statutes:

The Director of the Division of Personnel shall direct a central labor relations function

RSMo 36.510(1)(6)

- State employees have the right to form and join unions
- Right to present proposals to any public body relative to salaries and other conditions of employment
- The public body, obligated to meet, confer and discuss such proposals
- Results shall be reduced to writing and presented to appropriate administrator, legislative or other governing body for adoption, modification, or rejection
- No right to strike

RSMo 105.500 – 105.530

Union Negotiations:

- Normally, the union makes proposals and requests to meet, confer and discuss.
- Management reviews the union's proposals considering the concerns of:
 - Agency management
 - Office of Administration
 - All state employees
 - Effective operations
 - Governor's Office
 - Missouri Citizens
 - General Assembly
- Management can ask the union to provide facts and evidence supporting perceived or alleged problems.
- Both parties work together to find a reasonable solution to address the problems that truly exist.
- The agreed upon terms and conditions are put in writing for ratification by the union and approval of appropriate authority(ies).

Union Agreements:

- Define terms and conditions regarding how the union and the state have agreed to co-exist.
- Define parameters that the agency must follow in setting working conditions.
- Are binding contracts.

Can...

Define relationship between the parties
Define parameters that the agency must follow in setting working conditions
Set agency policy
Describe employees' legal rights
Become a binding contract

Cannot...

Set wages
Authorize strikes
Authorize use of appropriations
Contradict law or regulation