

1 HB178
2 115638-1
3 By Representatives Wood, McCutcheon, Laird and Bridges
4 RFD: Judiciary
5 First Read: 12-JAN-10

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8 SYNOPSIS: This bill would provide that no public
9 employee may be discriminated against or
10 disciplined for communications with an elected
11 public official.

12 This bill would provide for damages and
13 attorney's fees for an injured employee.
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15 A BILL
16 TO BE ENTITLED
17 AN ACT
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19 To establish the Public Employee Representative
20 Political Freedom Act of 2010; to provide that no public
21 employee may be disciplined for communicating with an elected
22 public official; and to provide for damages.

23 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

24 Section 1. This act shall be known and may be cited
25 as "The Public Employee Representative Political Freedom Act
26 of 2010."

1 Section 2. As used in this act, public employee
2 representative shall mean any person given the authority by
3 election or appointment to represent a collective body of
4 employees within the state including state agencies, counties,
5 municipalities, and subdivisions of governmental bodies.

6 Section 3. (a) No public employee representative
7 shall be prohibited from communicating with an elected public
8 official for any job-related purpose.

9 (b) It shall be unlawful for a public employer to
10 discipline, threaten to discipline, or discriminate against an
11 employee for communicating with an elected public official.

12 (c) If a court of competent jurisdiction determines
13 an employee has suffered a violation of this act, the employee
14 shall be entitled to damages and reasonable attorney's fees.

15 Section 4. This act shall become effective on the
16 first day of the third month following its passage and
17 approval by the Governor, or its otherwise becoming law.