

1 AN ACT relating to employment.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 336.130 is amended to read as follows:

4 (1) Employees may, free from restraint or coercion by the employers or their agents,  
 5 associate collectively for self-organization and designate collectively representatives  
 6 of their own choosing to negotiate the terms and conditions of their employment to  
 7 effectively promote their own rights and general welfare. Employees, collectively  
 8 and individually, may strike, engage in peaceful picketing, and assemble  
 9 collectively for peaceful purposes~~[, except that no public employee, collectively or  
 10 individually, may engage in a strike or a work stoppage. Nothing in this statute and  
 11 KRS 65.015, 67A.6904, 67C.406, 70.262, 78.470, 78.480, 336.132, 336.134,  
 12 336.180, 336.990, and 345.050 shall be construed as altering, amending, granting,  
 13 or removing the rights of public employees to associate collectively for self-  
 14 organization and designate collectively representatives of their own choosing to  
 15 negotiate the terms and conditions of their employment to effectively promote their  
 16 own rights and general welfare].~~

17 (2) Neither employers or their agents nor employees or associations, organizations or  
 18 groups of employees shall engage or be permitted to engage in unfair or illegal acts  
 19 or practices or resort to violence, intimidation, threats or coercion.

20 (3) ~~[(a) Notwithstanding subsection (1) of this section or any provision of the  
 21 Kentucky Revised Statutes to the contrary, no employee shall be required, as a  
 22 condition of employment or continuation of employment, to:~~

23 1. ~~Become or remain a member of a labor organization;~~

24 2. ~~Pay any dues, fees, assessments, or other similar charges of any kind or  
 25 amount to a labor organization; or~~

26 3. ~~Pay to any charity or other third party, in lieu of these payments, any  
 27 amount equivalent to or pro rata portion of dues, fees, assessments, or~~

1                   other charges required of a labor organization.

2           (b) ~~As used in this subsection, the term "employee" means any person employed~~  
3                   by or suffered or permitted to work for a public or private employer.

4   (4) ~~The secretary of the Labor Cabinet or his or her representative shall investigate~~  
5           complaints of violations or threatened violations of subsection (3) of this section  
6           and may initiate enforcement of a criminal penalty by causing a complaint to be  
7           filed with the appropriate local prosecutor and ensure effective enforcement.

8   (5) ~~]~~ Except in instances where violence, personal injury, or damage to property have  
9           occurred and such occurrence is supported by an affidavit setting forth the facts and  
10          circumstances surrounding such incidents, the employees and their agents shall not  
11          be restrained or enjoined from exercising the rights granted them in subsection (1)  
12          of this section without a hearing first being held, unless the employees or their  
13          agents are engaged in a strike in violation of a "no strike" clause in their labor  
14          contract.

15   (4) ~~(6)~~ Submission of a false affidavit concerning violence, personal injury, or  
16          damage to property shall constitute a violation of KRS 523.030. In the absence of  
17          any such affidavit alleging violence, personal injury, or damage injunctions shall be  
18          issued only by a Circuit Judge or other justice or judge acting as a Circuit Judge  
19          pursuant to law.

20          ➔ Section 2. KRS 336.180 is amended to read as follows:

21   As used in **KRS 336.190 and 336.200** ~~[this chapter]~~, unless the context requires  
22          otherwise, ~~;~~

23   (1) ~~]~~ the term "labor organization" means any organization of any kind, or any agency  
24          or employee representation committee **or plan, in which employees participate**  
25          **and** ~~[, association or union]~~ which exists for the purpose, in whole or in part, of  
26          dealing with employers concerning **grievances, labor disputes,** wages, rates of pay,  
27          hours of employment or conditions of work ~~[, or other forms of compensation;~~

1 ~~(2) The term "employer" means all persons, firms, associations, corporations, public~~  
2 ~~employers, public school employers, and public colleges, universities, institutions,~~  
3 ~~and education agencies; and~~

4 ~~(3) The term "public employee" means an employee of a "public agency" as that term is~~  
5 ~~defined in KRS 61.870(1)].~~

6 ➔Section 3. KRS 336.990 is amended to read as follows:

7 (1) Upon proof that any person employed by the Labor Cabinet as a labor inspector has  
8 taken any part in any strike, lockout or similar labor dispute, the person shall forfeit  
9 his or her office.

10 (2) The following civil penalties shall be imposed, in accordance with the provisions in  
11 KRS 336.985, for violations of the provisions of this chapter:

12 (a) Any person who violates KRS 336.110 ~~or 336.130~~ shall for each offense be  
13 assessed a civil penalty of not less than one hundred dollars (\$100) nor more  
14 than one thousand dollars (\$1,000);

15 (b) Any corporation, association, organization, or person that violates KRS  
16 336.190 and 336.200 shall be assessed a civil penalty of not less than one  
17 hundred dollars (\$100) nor more than one thousand dollars (\$1,000) for each  
18 offense. Each act of violation, and each day during which such an agreement  
19 remains in effect, shall constitute a separate offense;

20 (c) Any employer who violates the provisions of KRS 336.220 shall be assessed a  
21 civil penalty of not less than one hundred dollars (\$100) nor more than one  
22 thousand dollars (\$1,000) for each violation; and

23 (d) Any labor organization who violates KRS 336.135 shall be assessed a civil  
24 penalty of not less than one hundred dollars (\$100) nor more than one  
25 thousand dollars (\$1,000) for each offense.

26 ~~[(3) Any labor organization, employer, or other person who directly or indirectly~~  
27 ~~violates KRS 336.130(3) shall be guilty of a Class A misdemeanor.~~

1 ~~(4) Any person aggrieved as a result of any violation or threatened violation of KRS~~  
2 ~~336.130(3) may seek abatement of the violation or threatened violation by~~  
3 ~~petitioning a court of competent jurisdiction for injunctive relief and shall be~~  
4 ~~entitled to costs and reasonable attorney fees if he or she prevails in the action.~~

5 ~~(5) Any person injured as a result of any violation or threatened violation of KRS~~  
6 ~~336.130(3) may recover all damages resulting from the violation or threatened~~  
7 ~~violation and shall be entitled to costs and reasonable attorney fees if he or she~~  
8 ~~prevails in the action.]~~

9 ➔Section 4. KRS 67A.6904 is amended to read as follows:

10 (1) ~~[Except as provided in KRS 336.130, ]~~Urban-county governments and their  
11 representatives and agents are prohibited from:

12 (a) Interfering, restraining, or coercing police officers, firefighter personnel,  
13 firefighters, or corrections personnel in the exercise of the rights guaranteed in  
14 KRS 67A.6902;

15 (b) Dominating or interfering with the formation, existence, or administration of  
16 any labor organization;

17 (c) Discriminating in regard to hiring or tenure of employment or any term or  
18 condition of employment to encourage or discourage membership in any labor  
19 organization; **provided that nothing in this section, or in any other statute of**  
20 **this state, shall preclude an urban-county government from making an**  
21 **agreement with a labor organization to require as a condition of**  
22 **employment membership therein on or after the thirtieth day following the**  
23 **beginning of that employment or on the effective date of the agreement,**  
24 **whichever is the later;**

25 (d) Discharging or otherwise discriminating against an employee because he or  
26 she has signed or filed any affidavit, petition, or complaint or given any  
27 information or testimony under this section; or

1 (e) Refusing to bargain collectively in good faith with a labor organization which  
2 is the exclusive representative of employees in an appropriate unit, including  
3 but not limited to the discussing of grievances with the exclusive  
4 representative.

5 (2) Labor organizations and their agents are prohibited from:

6 (a) Restraining or coercing:

- 7 1. Police officers, firefighter personnel, firefighters, or corrections  
8 personnel in the exercise of the right guaranteed in KRS 67A.6902; and
- 9 2. An urban-county government in the selection of a representative for the  
10 purposes of collective bargaining or the adjustment of grievances; or

11 (b) Refusing to bargain collectively in good faith with an urban-county  
12 government, if they have been designated in accordance with the provisions of  
13 this section as the exclusive representative of police officers, firefighter  
14 personnel, firefighters, or corrections personnel in an appropriate unit.

15 (3) For the purposes of this section, to bargain collectively is to carry out in good faith  
16 the mutual obligation of the parties, or their representatives; to meet together at  
17 reasonable times, including meetings in advance of the budget-making process; to  
18 negotiate in good faith with respect to wages, hours, and other conditions of  
19 employment; to negotiate an agreement; to negotiate any question arising under any  
20 agreement; and to execute a written contract incorporating any agreement reached,  
21 if requested by either party. The obligation shall not be interpreted to compel either  
22 party to agree to a proposal, or require either party to make a concession.

23 ➔Section 5. KRS 67C.406 is amended to read as follows:

24 (1) ~~Except as provided in KRS 336.130(3),~~ Consolidated local governments, their  
25 representatives, or their agents are prohibited from:

26 (a) Interfering, restraining, or coercing police officers in the exercise of the rights  
27 guaranteed in KRS 67C.402;

- 1 (b) Dominating or interfering with the formation, existence, or administration of  
2 any labor organization;
- 3 (c) Discriminating in regard to hiring or tenure of employment or any term or  
4 condition of employment to encourage or discourage membership in any labor  
5 organization; provided that nothing in this section, or in any other statute of  
6 this state, shall preclude a consolidated local government from making an  
7 agreement with a labor organization to require as a condition of  
8 employment membership therein on or after the thirtieth day following the  
9 beginning of that employment or on the effective date of the agreement,  
10 whichever is the later;
- 11 (d) Discharging or otherwise discriminating against an employee because he or  
12 she has signed or filed any affidavit, petition, or complaint or given any  
13 information or testimony under this section; or
- 14 (e) Refusing to bargain collectively in good faith with a labor organization which  
15 is the exclusive representative of employees in an appropriate unit, including  
16 but not limited to the discussing of grievances with the exclusive  
17 representative.
- 18 (2) Labor organizations or their agents are prohibited from:
- 19 (a) Restraining or coercing:
- 20 1. Police officers in the exercise of the right guaranteed in KRS 67C.402;  
21 and
- 22 2. A consolidated local government in the selection of a representative for  
23 the purposes of collective bargaining or the adjustment of grievances; or
- 24 (b) Refusing to bargain collectively in good faith with a consolidated local  
25 government, if they have been designated in accordance with the provisions of  
26 this section as the exclusive representative of police officers in an appropriate  
27 unit.

1 (3) For the purposes of this section, to bargain collectively is to carry out in good faith  
2 the mutual obligation of the parties, or their representatives; to meet together at  
3 reasonable times, including meetings in advance of the budget-making process; to  
4 negotiate in good faith with respect to wages, hours, and other conditions of  
5 employment; to negotiate an agreement; to negotiate any question arising under any  
6 agreement; and to execute a written contract incorporating any agreement reached,  
7 if requested by either party. The obligation shall not be interpreted to compel either  
8 party to agree to a proposal, or require either party to make a concession.

9 ➔Section 6. KRS 70.262 is amended to read as follows:

10 (1) ~~Except as provided in KRS 336.130,~~ In any county containing a consolidated local  
11 government or city of the first class that has adopted a merit system under KRS  
12 70.260 to 70.273, deputies subject to the merit system may organize, form, join, or  
13 participate in organizations in order to engage in lawful concerted activities for the  
14 purpose of collective bargaining or other mutual aid and protection, and to bargain  
15 collectively through a representative of their own free choice. Deputies shall also  
16 have the right to refrain from any or all of these activities but shall be subject to the  
17 lawful provisions of any collective bargaining agreement entered into under this  
18 section. Strikes by deputies of any collective bargaining unit shall be prohibited at  
19 any time.

20 (2) ~~Except as provided in KRS 336.130,~~ In any county containing a consolidated local  
21 government or city of the first class that has adopted a merit system under KRS  
22 70.260 to 70.273, the sheriff shall contract with a representative of the deputies  
23 described in subsection (1) of this section employed by the sheriff where the  
24 representative has established representation of a majority of the deputies, with  
25 respect to wages, hours, and terms and conditions of employment, including  
26 execution of a written contract incorporating any agreement reached between the  
27 sheriff and the representative. The sheriff shall not be required to bargain over

1 matters of inherent managerial policy.

2 ➔Section 7. KRS 78.470 is amended to read as follows:

3 ~~[Except as provided in KRS 336.130, ]~~In any county in the Commonwealth of Kentucky,  
4 which has a population of 300,000 or more and which has adopted the merit system, the  
5 county employees in the classified service as police may organize, form, join or  
6 participate in organizations in order to engage in lawful concerted activities for the  
7 purpose of collective bargaining or other mutual aid and protection, and to bargain  
8 collectively through representatives of their own free choice. Such employees shall also  
9 have the right to refrain from any or all such activities. Strikes by said members of any  
10 such collective bargaining unit shall be prohibited at any time.

11 ➔Section 8. KRS 78.480 is amended to read as follows:

12 ~~[Except as provided in KRS 336.130, ]~~In any county in the Commonwealth of Kentucky  
13 which has a population of 300,000 or more and which has adopted the merit system for  
14 its police force, the fiscal court may contract with representatives of the police employed  
15 by said county with respect to wages, hours, terms and conditions of employment,  
16 including execution of a written contract incorporating any agreement reached between  
17 the fiscal court and representatives of the police. The fiscal court shall not be required to  
18 bargain over matters of inherent managerial policy.

19 ➔Section 9. KRS 345.050 is amended to read as follows:

20 (1) ~~[Except as provided in KRS 336.130, ]~~Public employers, their representatives or  
21 their agents are prohibited from:

22 (a) Interfering, restraining or coercing firefighters in the exercise of the rights  
23 guaranteed in KRS 345.030;

24 (b) Dominating or interfering with the formation, existence or administration of  
25 any labor organization;

26 (c) Discriminating in regard to hiring or tenure of employment or any term or  
27 condition of employment to encourage or discourage membership in any labor



1 organization; provided that nothing in this chapter, or in any other statute of  
2 this state, shall preclude a public employer from making an agreement with  
3 a labor organization to require as a condition of employment membership  
4 therein on or after the thirtieth day following the beginning of such  
5 employment or on the effective date of the agreement, whichever is the  
6 later;

- 7 (d) Discharging or otherwise discriminating against an employee because he has  
8 signed or filed any affidavit, petition or complaint or given any information or  
9 testimony under this chapter;
- 10 (e) Refusing to bargain collectively in good faith with a labor organization which  
11 is the exclusive representative of employees in an appropriate unit, including  
12 but not limited to the discussing of grievances with the exclusive  
13 representative.

14 (2) Labor organizations or their agents are prohibited from:

15 (a) Restraining or coercing:

- 16 1. Firefighters in the exercise of the right guaranteed in subsection (1) of  
17 KRS 345.030, and  
18 2. A public employer in the selection of his representative for the purposes  
19 of collective bargaining or the adjustment of grievances;

20 (b) Refusing to bargain collectively in good faith with a public employer, if they  
21 have been designated in accordance with the provisions of this chapter as the  
22 exclusive representative of firefighters in an appropriate unit.

23 (3) For the purposes of this chapter, to bargain collectively is to carry out in good faith  
24 the mutual obligation of the parties, or their representatives; to meet together at  
25 reasonable times, including meetings in advance of the budget-making process; to  
26 negotiate in good faith with respect to wages, hours and other conditions of  
27 employment; to negotiate an agreement; to negotiate any question arising under any

1 agreement; and to execute a written contract incorporating any agreement reached,  
2 if requested by either party. The obligation shall not be interpreted to compel either  
3 party to agree to a proposal, or require either party to make a concession.

4 ➔Section 10. The following KRS sections are repealed:

5 65.016 Prohibition against requiring any employer to pay employee a certain wage or  
6 fringe benefit.

7 336.132 Labor agreement in violation of KRS 336.130 is unlawful and void --  
8 Exceptions.

9 336.134 Public employee must give prior written consent for deduction of membership  
10 dues by public employer or public employee labor organization.