
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1111 Session of
2013

INTRODUCED BY EICHELBERGER, WHITE, WAUGH, FOLMER AND BROWNE,
NOVEMBER 8, 2013

REFERRED TO LOCAL GOVERNMENT, NOVEMBER 8, 2013

AN ACT

1 Amending the act of June 24, 1968 (P.L.237, No.111), entitled
2 "An act specifically authorizing collective bargaining
3 between policemen and firemen and their public employers;
4 providing for arbitration in order to settle disputes, and
5 requiring compliance with collective bargaining agreements
6 and findings of arbitrators," further providing for right to
7 collectively bargain, for duty to exert reasonable efforts,
8 for commencement of collective bargaining, for board of
9 arbitration, for notice, for powers and procedures, for
10 determination of board of arbitration, for costs and
11 expenses, for applicability, for severability, for repeals
12 and for effective date; and making editorial changes.

13 The General Assembly of the Commonwealth of Pennsylvania
14 hereby enacts as follows:

15 Section 1. Sections 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 12
16 of the act of June 24, 1968 (P.L.237, No.111), referred to as
17 the Policemen and Firemen Collective Bargaining Act, are amended
18 to read:

19 Section 1. Right to collectively bargain.

20 Policemen or firemen employed by a political subdivision of
21 the Commonwealth or by the Commonwealth shall, through labor
22 organizations or other representatives designated by [fifty
23 percent] 50% or more of such policemen or firemen, have the

1 right to bargain collectively with their public employers
2 concerning the terms and conditions of their employment, which
3 are not otherwise established or prohibited under Federal or
4 State law, including compensation, hours, working conditions,
5 retirement, pensions and other benefits, and shall have the
6 right to an adjustment or settlement of their grievances or
7 disputes in accordance with the terms of this act.

8 Section 2. Duty to exert reasonable efforts.

9 It shall be the duty of public employers and their policemen
10 and firemen [employees] employees to exert every reasonable
11 effort to settle all disputes by engaging in collective
12 bargaining in good faith and by entering into settlements by way
13 of written agreements and maintaining the same. Any party may
14 assert an unfair labor practice charge for a refusal to bargain
15 in good faith or a failure to comply with the time periods
16 provided under this act in accordance with the act of June 1,
17 1937 (P.L.1168, No.294), known as the Pennsylvania Labor
18 Relations Act, for which the Pennsylvania Labor Relations Board
19 shall have jurisdiction.

20 Section 3. Commencement of collective bargaining.

21 Collective bargaining shall begin at least [six] ten months
22 before the start of the fiscal year of the political subdivision
23 or of the Commonwealth, as the case may be, and any request for
24 arbitration, as [hereinafter] provided in this act, shall be
25 made at least [one hundred ten] 180 days before the start of
26 [said] the fiscal year.

27 Section 4. Board of arbitration.

28 (a) Right to request.--

29 (1) If in any case of a dispute between a public
30 employer and its policemen or firemen [employees] employees

1 the collective bargaining process reaches an impasse and
2 stalemate, or if the appropriate lawmaking body does not
3 approve the agreement reached by collective bargaining, with
4 the result that [said] the employers and [employees] employees
5 are unable to effect a settlement, then either party to the
6 dispute, after written notice to the other party containing
7 specifications of the issue or issues in dispute, may request
8 the appointment of a board of arbitration.

9 (2) For purposes of this section, an impasse or
10 stalemate shall be deemed to occur in the collective
11 bargaining process if the parties do not reach a settlement
12 of the issue or issues in dispute by way of a written
13 agreement within [thirty] 60 days after collective bargaining
14 proceedings have been initiated.

15 (3) In the case of disputes involving political
16 subdivisions of the Commonwealth, the agreement shall be
17 deemed not approved within the meaning of this section if it
18 is not approved by the appropriate lawmaking body within one
19 month after the agreement is reached by way of collective
20 bargaining.

21 (4) In the case of disputes involving the Commonwealth,
22 the agreement shall be deemed not approved within the meaning
23 of this section if it is not approved by the Legislature
24 within [six months] 180 days after the agreement is reached
25 by way of collective bargaining.

26 (b) Composition.--

27 (1) The board of arbitration shall be composed of three
28 persons, one appointed by the public employer, one appointed
29 by the body of policemen or firemen involved, and a neutral
30 third [member] arbitrator to be agreed upon by the public

1 employer and such policemen or firemen. The members of the
2 board representing the public employer and the policemen or
3 firemen shall be named within five days from the date of the
4 request for the appointment of such board.

5 (2) If, after a period of ten days from the date of the
6 appointment of the two arbitrators appointed by the public
7 employer and by the policemen or firemen, the neutral third
8 arbitrator has not been selected by them, then, within five
9 days, either arbitrator may request the American Arbitration
10 Association, or its successor in function, to furnish a list
11 of [three] seven members of [said] the association who are
12 residents of Pennsylvania from which the neutral third
13 arbitrator shall be selected. [The arbitrator appointed by
14 the public employer shall eliminate one name from the list
15 within five days after publication of the list, following
16 which the arbitrator appointed by the policemen or firemen
17 shall eliminate one name from the list within five days
18 thereafter.] In the case of disputes involving political
19 subdivisions of this Commonwealth, the American Arbitration
20 Association, or its successor in function, shall provide a
21 list that contains, if feasible and practical, at least one
22 name of a resident of the political subdivision in which the
23 public employer is located.

24 (3) Beginning with the selection of arbitrators which
25 occurs between a public employer and policemen or firemen
26 employed on or after January 1, 2014, the toss of a coin
27 shall determine which party shall be the first to eliminate a
28 name from the list provided in paragraph (2). Each arbitrator
29 shall then engage in alternate eliminations of names from the
30 list until only one name remains on the list. The individual

1 whose name remains on the list shall be the neutral third
2 arbitrator and shall act as chairman of the board of
3 arbitration.

4 (4) The board of arbitration thus established shall
5 commence the arbitration proceedings within ten days after
6 the neutral third arbitrator is selected and shall make its
7 determination within [thirty] 60 days after the appointment
8 of the neutral third arbitrator.

9 Section 5. Notice.

10 Notice by the policemen or firemen involved under section 4
11 shall, in the case of disputes involving the Commonwealth, be
12 served upon the Secretary of the Commonwealth and, in the case
13 of disputes involving political subdivisions of the
14 Commonwealth, shall be served upon the head of the governing
15 body of the local governmental unit involved.

16 Section 6. Powers and procedures.

17 (a) Witnesses and evidence.--Each of the arbitrators
18 selected in accordance with section 4 [hereof] shall have the
19 power to administer oaths and compel the attendance of witnesses
20 and physical evidence by subpoena.

21 (b) Meetings and records.--

22 (1) Except as otherwise provided under paragraph (2),
23 any hearing at which evidence of record is presented by any
24 party or witness under this act shall be open to the public
25 and all documents and evidence of record submitted by any
26 party at such public hearing shall be public records subject
27 to the act of February 14, 2008 (P.L.6, No.3), known as the
28 Right-to-Know Law. A stenographic recording shall be made of
29 any such hearing.

30 (2) Paragraph (1) shall not apply to a bargaining

1 session between the parties conducted before the hearing or
2 an executive session or other meeting between the arbitrators
3 conducted after the hearing.

4 Section 7. Determination of board of arbitration.

5 (a) Finality and comprehensiveness.--The determination of
6 the majority of the board of arbitration thus established shall
7 be final on the issue or issues in dispute and shall be binding
8 upon the public employer and the policemen or firemen involved.

9 Such determination shall be in writing and contain specific
10 findings of fact and conclusions of law with regard to each of
11 the issues presented to the board by the parties. Such issues
12 shall include a complete, accurate and detailed analysis, based
13 on the evidence presented at the hearing, as evaluated and
14 studied in any subsequent executive sessions, of the cost of the
15 award to the political subdivision and the impact it will have
16 on the finances and services provided by the political
17 subdivision; the relationship between projected revenues of the
18 political subdivision and the ability of the political
19 subdivision to pay all the costs of the award, including any
20 cost increases which may result from pre-existing terms and
21 conditions of employment which are allowed to continue under the
22 award; and the impact of the award on the future financial
23 stability of the political subdivision. The determination shall
24 be a public record and a copy thereof shall be forwarded to both
25 parties to the dispute. No appeal [therefrom] shall be allowed
26 to any court[.] if the determination complies with this section,
27 unless the board of arbitration exceeded its powers or
28 jurisdiction, the proceedings were irregular, the determination
29 requires an unconstitutional act or the determination would
30 result in the deprivation of a constitutional right.

1 (a.1) Mandate.--[Such] The determination under subsection
2 (a) shall constitute a mandate to the head of the political
3 subdivision which is the employer, or to the appropriate officer
4 of the Commonwealth if the Commonwealth is the employer, with
5 respect to matters which can be remedied by administrative
6 action, and to the lawmaking body of such political subdivision
7 or of the Commonwealth with respect to matters which require
8 legislative action, to take the action necessary to carry out
9 the determination of the board of arbitration.

10 (b) Effect.--With respect to matters which require
11 legislative action for implementation, such legislation shall be
12 enacted, in the case of the Commonwealth, within six months
13 following publication of the findings, and, in the case of a
14 political subdivision of the Commonwealth, within one month
15 following publication of the findings. The effective date of any
16 such legislation shall be the first day of the fiscal year
17 following the fiscal year during which the legislation is thus
18 enacted.

19 (c) References to determination.--A determination of the
20 board may alternatively be referred to as an award or
21 settlement. Such reference shall not affect the applicability of
22 this act.

23 (d) Issues excluded.--No determination may award or
24 otherwise grant postretirement health or pension benefits which
25 are not required or authorized under Federal or State law, nor
26 any other term or condition of employment that is specifically
27 exempted from collective bargaining under Federal or State law.
28 No determination may award or grant any pension benefit or
29 provision that has been found to be unauthorized, unlawful or
30 excessive by the Department of the Auditor General or any court

1 of law.

2 Section 8. [The compensation, if any, of the arbitrator
3 appointed by the policemen or firemen shall be paid by them. The
4 compensation of the other two arbitrators, as well as all
5 stenographic and other expenses incurred by the arbitration
6 panel in connection with the arbitration proceedings, shall be
7 paid by the political subdivision or by the Commonwealth, as the
8 case may be.] Costs and expenses.

9 (a) General rule.--Except as provided for in subsection (b),
10 the public employer and the policemen or firemen who are engaged
11 in the collective bargaining shall bear the costs of their
12 respective appointed arbitrators, witnesses, including any
13 actuary or expert witness, and attorneys in any arbitration
14 proceeding.

15 (b) Other expenses.--The reasonable fees and costs
16 associated with the neutral third arbitrator and the
17 stenographic and other expenses incurred by the board of
18 arbitration as a result of the arbitration proceedings shall be
19 divided. One-half of such fees and costs shall be paid by the
20 public employer and one-half shall be paid by the policemen and
21 firemen who are engaged in the collective bargaining.

22 Section 9. Applicability.

23 The provisions of this act shall be applicable to every
24 political subdivision of this Commonwealth notwithstanding the
25 fact that any such political subdivision, either before or after
26 the passage of this act, has adopted or adopts a home rule
27 charter.

28 Section 10. Severability.

29 If any provision of this act or the application thereof to
30 any person or circumstances is held invalid, the remainder of

1 this act and the application of such provision to other persons
2 or circumstances, shall not be affected [thereby], and to this
3 end the provisions of this act are declared to be severable.

4 Section 11. Repeals.

5 All acts or parts of acts inconsistent herewith are hereby
6 repealed.

7 Section 12. Effective date.

8 This act shall take effect immediately.

9 Section 2. This act shall take effect in 60 days.