

SENATE BILL No. 136

DIGEST OF INTRODUCED BILL

Citations Affected: IC 5-14-1.5-2; IC 36-8.

Synopsis: Public safety collective bargaining. Provides that the police officers and firefighters of a unit (a county, city, town, or township) may bargain collectively with an employer through an exclusive representative. Requires the Indiana education employment relations board to implement the collective bargaining law. Specifies the rights and duties of employees and employers in collective bargaining. Provides for the recognition of exclusive representatives, payroll deductions, complaint proceedings before the board, judicial review of complaints, mediation, and arbitration. Prohibits lockouts and strikes. Provides that an agent appointed by a unit to conduct collective bargaining for the unit is not a "governing body" for open door law purposes. (Current law provides that the agent appointed by a school corporation to conduct collective bargaining is not a "governing body" for this purpose.)

Effective: July 1, 1998.

Craycraft

January 6, 1998, read first time and referred to Committee on Pensions and Labor.



Introduced

Second Regular Session 110th General Assembly (1998)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 1997 General Assembly.

SENATE BILL No. 136

A BILL FOR AN ACT to amend the Indiana Code concerning local government.

Be it enacted by the General Assembly of the State of Indiana:

- 1 SECTION 1. IC 5-14-1.5-2, AS AMENDED BY P.L.50-1995,
2 SECTION 14, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 1998]: Sec. 2. For the purposes of this chapter:
4 (a) "Public agency" means the following:
5 (1) Any board, commission, department, agency, authority, or other
6 entity, by whatever name designated, exercising a portion of the
7 executive, administrative, or legislative power of the state.
8 (2) Any county, township, school corporation, city, town, political
9 subdivision, or other entity, by whatever name designated,
10 exercising in a limited geographical area the executive,
11 administrative, or legislative power of the state or a delegated local
12 governmental power.
13 (3) Any entity which is subject to either:
14 (A) budget review by either the state board of tax
15 commissioners or the governing body of a county, city, town,
16 township, or school corporation; or
17 (B) audit by the state board of accounts.



- 1 (4) Any building corporation of a political subdivision of the state
 2 of Indiana that issues bonds for the purpose of constructing public
 3 facilities.
- 4 (5) Any advisory commission, committee, or body created by
 5 statute, ordinance, or executive order to advise the governing body
 6 of a public agency, except medical staffs or the committees of any
 7 such staff.
- 8 (6) The Indiana gaming commission established by IC 4-33,
 9 including any department, division, or office of the commission.
- 10 (7) The Indiana horse racing commission established by IC 4-31,
 11 including any department, division, or office of the commission.
- 12 (b) "Governing body" means two (2) or more individuals who are:
 13 (1) a public agency that:
 14 (A) is a board, a commission, an authority, a council, a
 15 committee, a body, or other entity; and
 16 (B) takes official action on public business;
 17 (2) the board, commission, council, or other body of a public
 18 agency which takes official action upon public business; or
 19 (3) any committee appointed directly by the governing body or its
 20 presiding officer to which authority to take official action upon
 21 public business has been delegated. An agent or agents appointed
 22 by a school corporation **or a unit** to conduct collective bargaining
 23 on behalf of that school corporation **or the unit** does not constitute
 24 a governing body for purposes of this chapter.
- 25 (c) "Meeting" means a gathering of a majority of the governing body
 26 of a public agency for the purpose of taking official action upon public
 27 business. It does not include:
 28 (1) any social or chance gathering not intended to avoid this
 29 chapter;
 30 (2) any on-site inspection of any project or program;
 31 (3) traveling to and attending meetings of organizations devoted to
 32 betterment of government; or
 33 (4) a caucus.
- 34 (d) "Official action" means to:
 35 (1) receive information;
 36 (2) deliberate;
 37 (3) make recommendations;
 38 (4) establish policy;
 39 (5) make decisions; or
 40 (6) take final action.
- 41 (e) "Public business" means any function upon which the public
 42 agency is empowered or authorized to take official action.



1 (f) "Executive session" means a meeting from which the public is
 2 excluded, except the governing body may admit those persons necessary
 3 to carry out its purpose.

4 (g) "Final action" means a vote by the governing body on any
 5 motion, proposal, resolution, rule, regulation, ordinance, or order.

6 (h) "Caucus" means a gathering of members of a political party or
 7 coalition which is held for purposes of planning political strategy and
 8 holding discussions designed to prepare the members for taking official
 9 action.

10 (i) "Deliberate" means a discussion which may reasonably be
 11 expected to result in official action (defined under subsection (d)(3),
 12 (d)(4), (d)(5), or (d)(6)).

13 (j) "News media" means all newspapers qualified to receive legal
 14 advertisements under IC 5-3-1, all news services (as defined in
 15 IC 34-4-15-3), and all licensed commercial or public radio or television
 16 stations.

17 (k) "Person" means an individual, a corporation, a limited liability
 18 company, a partnership, an unincorporated association, or a governmental
 19 entity.

20 SECTION 2. IC 36-8-20 IS ADDED TO THE INDIANA CODE
 21 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
 22 1, 1998]:

23 **Chapter 20. Collective Bargaining Between Local Government**
 24 **Employers and Police Officers and Firefighters; Definitions**

25 **Sec. 1. The definitions in this chapter apply throughout this**
 26 **chapter, IC 36-8-21, IC 36-8-22, IC 36-8-23, and IC 36-8-24.**

27 **Sec. 2. "Bargain collectively" means to perform the obligation**
 28 **of an employer (through the employer's executive or the executive's**
 29 **designee) and of the designee of the exclusive representative to do**
 30 **the following:**

31 (1) **Meet at reasonable times, including meetings in advance of**
 32 **the budget making process.**

33 (2) **Negotiate in good faith concerning the following:**

34 (A) **Wages.**

35 (B) **Salaries.**

36 (C) **Hours.**

37 (D) **Salary and wage related benefits.**

38 (E) **All other terms and conditions of employment,**
 39 **including health and safety conditions.**

40 (3) **Execute a written contract incorporating an agreement, if**
 41 **a written contract is requested by either party.**

42 **Sec. 3. "Bargaining unit" means the full-time employees of a**



1 police or fire department. The term does not include a person in an
 2 upper level policy making position (as defined in IC 36-8-1-12),
 3 except a person in an upper level policy making position included in
 4 an agreement in effect on July 1, 1998.

5 Sec. 4. "Board" refers to the Indiana education employment
 6 relations board established by IC 20-7.5-1-9.

7 Sec. 5. "Complainant" means an employer, employee, employee
 8 organization, or exclusive representative that files a complaint with
 9 the board under IC 36-8-22.

10 Sec. 6. "Employee" means a person who may be in a bargaining
 11 unit.

12 Sec. 7. "Employee organization" means an organization in
 13 which an employee participates and that exists to deal with an
 14 employer concerning any of the following:

- 15 (1) Grievances.
- 16 (2) Labor disputes.
- 17 (3) Wages.
- 18 (4) Rates of pay.
- 19 (5) Hours of employment.
- 20 (6) Employment conditions.

21 Sec. 8. "Employer" means the following:

- 22 (1) A unit to which IC 36-8-21 applies.
- 23 (2) A person designated by the unit to act in the unit's interests
 24 in dealing with employees.

25 Sec. 9. "Exclusive representative" means an employee
 26 organization that has been:

- 27 (1) certified under IC 36-8-21 by the board; or
- 28 (2) recognized by the employer as the exclusive representative
 29 of the employees in a bargaining unit.

30 Sec. 10. "Respondent" means a person against whom a
 31 complainant files a complaint under IC 36-8-22.

32 Sec. 11. "Strike" includes concerted:

- 33 (1) willful absence from the employee's position;
- 34 (2) stoppage of work; or
- 35 (3) abstinence in whole or in part from the full and proper
 36 performance of the duties of employment.

37 SECTION 3. IC 36-8-21 IS ADDED TO THE INDIANA CODE
 38 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
 39 1, 1998]:

40 Chapter 21. Collective Bargaining Between Local Government
 41 Employers and Police Officers and Firefighters; Employee
 42 Organizations



1 **Sec. 1. This chapter, IC 36-8-22, IC 36-8-23, and IC 36-8-24**
 2 **apply to all units.**

3 **Sec. 2. The board shall implement this chapter, IC 36-8-22,**
 4 **IC 36-8-23, and IC 36-8-24. Powers granted to the board under**
 5 **IC 20-7.5-1-9 are extended to the administration of this chapter,**
 6 **IC 36-8-22, IC 36-8-23, and IC 36-8-24.**

7 **Sec. 3. Employees may do the following:**

- 8 (1) **Form, join, or participate in employee organizations.**
 9 (2) **Participate in collective bargaining with the employer**
 10 **through representatives of the employee's own choosing.**
 11 (3) **Engage in other activities, individually or in concert, to**
 12 **establish, maintain, or improve the following:**
 13 (A) **Salaries.**
 14 (B) **Wages.**
 15 (C) **Hours.**
 16 (D) **Salary and wage related fringe benefits.**
 17 (E) **All other terms and conditions of employment,**
 18 **including health and safety conditions.**

19 **Sec. 4. An employer shall manage and direct the employer's**
 20 **operations and activities to the full extent authorized by law.**

21 **Sec. 5. An employer may do the following:**

- 22 (1) **Direct the work of an employee, except where otherwise**
 23 **provided by law.**
 24 (2) **Establish policy.**
 25 (3) **Hire, promote, demote, transfer, assign, and retain an**
 26 **employee, in accordance with law and collective bargaining**
 27 **agreements.**
 28 (4) **Suspend or discharge an employee in accordance with law.**
 29 (5) **Maintain the efficiency of governmental operations.**
 30 (6) **Take action necessary to carry out the missions of the**
 31 **police department and the fire department.**
 32 (7) **Protect the fiscal soundness and assure the continuation of**
 33 **vital public safety services.**
 34 (8) **Take actions necessary to carry out the employer's**
 35 **responsibilities in emergencies, including any of the following:**
 36 (A) **Riot.**
 37 (B) **Military action.**
 38 (C) **Natural disaster.**
 39 (D) **Civil disorder.**

40 **Sec. 6. The board shall investigate a petition that has been filed**
 41 **with the board in accordance with rules adopted by the board under**
 42 **IC 4-22-2 by:**



1 (1) an employee organization alleging that thirty percent
 2 (30%) of the employees in the appropriate bargaining unit
 3 wish to be represented for collective bargaining purposes by
 4 an exclusive representative;

5 (2) an employer alleging that at least one (1) employee
 6 organization has presented a claim to be recognized as the
 7 exclusive representative in an appropriate bargaining unit; or

8 (3) an employee or a group of employees alleging that thirty
 9 percent (30%) of the employees assert that the designated
 10 exclusive representative is no longer the representative of the
 11 majority of employees in the bargaining unit.

12 **Sec. 7.** If the board has reasonable cause to believe that a
 13 question of representation exists, the board shall conduct a hearing
 14 within thirty (30) days after a petition has been filed with the board.
 15 If the board finds upon the record of the hearing that a question of
 16 representation exists, the board shall do the following:

17 (1) Direct an election by secret ballot within thirty (30) days
 18 after the hearing.

19 (2) Certify the results within ten (10) days after the election.

20 **Sec. 8.** The parties may waive a hearing for a consent election.

21 **Sec. 9.** The board shall determine who is eligible to vote in the
 22 election and shall establish rules governing the election, subject to
 23 the following conditions:

24 (1) An employee organization must be designated by more
 25 than ten percent (10%) of the employees in the unit to be
 26 placed on the ballot.

27 (2) If none of the choices on the ballot receives a majority in
 28 an election but a majority of all votes cast are for
 29 representation by some employee organization, the board
 30 shall conduct a runoff election.

31 (3) An employee organization that receives the majority of the
 32 votes cast in an election shall be certified by the board as the
 33 exclusive representative.

34 **Sec. 10.** An election may not be directed in a bargaining unit or
 35 in a subdivision of a bargaining unit within which a valid election has
 36 been held in the preceding twelve (12) months.

37 **Sec. 11.** Notwithstanding sections 6 through 10 of this chapter,
 38 an employer shall recognize as the exclusive representative of the
 39 employees within an appropriate bargaining unit an employee
 40 organization that presents to the employer evidence that the
 41 employee organization represents a majority of the employees within
 42 the unit, unless an employee organization or a group of employees



1 representing employees within the bargaining unit files a written
2 objection to recognition with the employer or the board.

3 **Sec. 12.** In the absence of an objection, the board is not required
4 to hold a hearing or to direct an election.

5 **Sec. 13.** Before recognizing an exclusive representative under
6 section 11 of this chapter, the employer must post a written public
7 notice of the employer's intention to recognize the employee
8 organization as the exclusive representative of the employees within
9 the unit. The notice must be posted for at least thirty (30) days
10 immediately preceding recognition.

11 **Sec. 14.** In a case:

12 (1) involving a historical pattern of recognition; and

13 (2) where the employer has recognized an employee
14 organization as the sole and exclusive bargaining agent for an
15 existing bargaining unit;

16 the board shall find that the employees in the bargaining unit are
17 represented by that employee organization and recognize the
18 employee organization as the exclusive representative.

19 **Sec. 15.** A determination made under this chapter that an
20 employee organization has been chosen as the exclusive
21 representative by a majority of the employees in an appropriate
22 bargaining unit is subject to judicial review under IC 36-8-22-12
23 through IC 36-8-22-22. The record of the determination of the
24 appropriate bargaining unit and the exclusive representative may be
25 a part of the transcript of a proceeding under this section.

26 **Sec. 16.** An employer shall, on receipt of a written authorization
27 from an employee subject to this chapter, do the following:

28 (1) Deduct from the pay of the employee the dues, fees, or
29 assessments designated or certified by the appropriate officer
30 of an employee organization.

31 (2) Remit those amounts to the employee organization.

32 **Sec. 17.** A collective bargaining agreement with an exclusive
33 representative may include a provision requiring an employee
34 covered by the agreement who is not a member of the organization
35 to pay a proportionate share of the costs of the collective bargaining
36 process, contract administration, and matters affecting wages,
37 hours, and conditions of employment. This proportionate share may
38 not exceed the amount of dues uniformly required of members.

39 **Sec. 18.** The organization shall certify to an employer the
40 amount constituting each nonmember employee's proportionate
41 share. The employer shall deduct the proportionate share payment
42 from the earnings of a nonmember employee and pay the amount to



1 the employee organization.

2 **Sec. 19. Only the exclusive representative may negotiate**
 3 **provisions in a collective bargaining agreement providing for the**
 4 **payroll deduction of any of the following:**

- 5 (1) Labor organization dues.
- 6 (2) Fair share payment.
- 7 (3) Initiation fees.
- 8 (4) Assessments.

9 **Sec. 20. Except as provided in sections 17 through 18 of this**
 10 **chapter, deductions may be made only upon an employee's written**
 11 **authorization and shall be continued until:**

- 12 (1) revoked in writing; or
- 13 (2) the termination date of an applicable collective bargaining
- 14 agreement.

15 **Sec. 21. An agreement containing a proportionate share**
 16 **agreement must safeguard the right of nonassociation based upon**
 17 **bona fide religious tenets of an employee. An affected employee may**
 18 **be required to pay an amount equal to the employee's proportionate**
 19 **share, determined under a lawful proportionate share agreement, to**
 20 **a nonreligious charitable organization agreed upon by the employee**
 21 **and the exclusive representative to which the employee would**
 22 **otherwise pay the service fee.**

23 **Sec. 22. If an affected employee and the exclusive representative**
 24 **are unable to agree on a payment under section 21 of this chapter,**
 25 **the board may establish an approved list of charitable organizations**
 26 **to which the payments may be made.**

27 **Sec. 23. It is an unfair labor practice for an employer to do any**
 28 **of the following:**

- 29 (1) Interfere with, restrain, or coerce an employee in the
- 30 exercise of the rights guaranteed in this chapter, IC 36-8-22,
- 31 IC 36-8-23, or IC 36-8-24.
- 32 (2) Dominate, interfere, or assist in the formation or
- 33 administration of an employee organization or contribute
- 34 financial or other support to the employee organization.
- 35 (3) Discriminate in regard to:
 - 36 (A) hiring practices;
 - 37 (B) tenure of employment; or
 - 38 (C) a term or condition of employment;
- 39 to encourage or discourage membership in an employee
- 40 organization.
- 41 (4) Discharge or otherwise discriminate against an employee
- 42 because that employee has:



- 1 (A) filed a complaint, an affidavit, or a petition; or
 2 (B) given information or testimony under this chapter or
 3 IC 36-8-22.
- 4 (5) Refuse to bargain collectively in good faith with an
 5 exclusive representative concerning the following:
- 6 (A) Wages.
 7 (B) Rates of pay.
 8 (C) Hours.
 9 (D) Working conditions.
 10 (E) All other terms or conditions of employment.
- 11 (6) Fail or refuse to comply with this chapter, IC 36-8-22,
 12 IC 36-8-23, or IC 36-8-24.
- 13 **Sec. 24. It is an unfair labor practice for an employee**
 14 **organization to do any of the following:**
- 15 (1) Interfere with, restrain, or coerce:
- 16 (A) an employee in the exercise of the rights guaranteed
 17 in this chapter, IC 36-8-22, IC 36-8-23, or IC 36-8-24; or
 18 (B) an employer in the selection of an exclusive
 19 representative for collective bargaining or the adjustment
 20 of grievances.
- 21 (2) Cause or attempt to cause an employer to discriminate
 22 against an employee in violation of section 23 of this chapter.
- 23 (3) Refuse to bargain collectively in good faith with an
 24 employer if the employee organization is the exclusive
 25 representative.
- 26 (4) Engage in a strike.
- 27 (5) Fail to comply with this chapter, IC 36-8-22, IC 36-8-23, or
 28 IC 36-8-24.
- 29 (6) Perform a practice listed in IC 20-7.5-1-7.
- 30 **Sec. 25. It is not an unfair labor practice for an employer to**
 31 **confer with an employee without loss of time or pay by the employee**
 32 **during working hours.**
- 33 **Sec. 26. It is not an unfair labor practice for an employee**
 34 **organization to adopt rules concerning the acquisition or retention**
 35 **of membership in the employee organization.**
- 36 SECTION 4. IC 36-8-22 IS ADDED TO THE INDIANA CODE
 37 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
 38 1, 1998]:
- 39 **Chapter 22. Collective Bargaining Between Local Government**
 40 **Employers and Police Officers and Firefighters; Complaints**
- 41 **Sec. 1. (a) An employer, employee, employee organization, or**
 42 **exclusive representative who is aggrieved by an unfair labor practice**



1 may file a complaint with the board.

2 (b) The board shall serve a copy of the complaint on the person
3 complained of and notify the respondent of the date and place of a
4 hearing on the complaint.

5 Sec. 2. (a) A hearing may not be less than five (5) days or more
6 than thirty (30) days after a complaint is served.

7 (b) A notice of a hearing may not be issued based upon an unfair
8 labor practice occurring more than ninety (90) days before the filing
9 of the complaint, unless the complainant was prevented from filing
10 the complaint because of service in the armed forces. In that event,
11 the ninety (90) day period is computed from the date of the
12 complainant's discharge.

13 Sec. 3. (a) A complaint may be amended by the complainant at
14 any time before the issuance of an order by the board if the
15 respondent is not unfairly prejudiced.

16 (b) The respondent shall file an answer to the original or
17 amended complaint. The complainant and the respondent are parties
18 and are entitled to appear in person or otherwise give testimony at
19 the hearing. At the discretion of the board, an interested person may
20 be allowed to intervene in the hearing and present testimony.

21 Sec. 4. The board is not bound by the rules of evidence in
22 conducting a hearing. Testimony received at a hearing shall be
23 reduced to writing and filed with the board. After receiving the
24 testimony, the board may take further testimony or hear arguments
25 upon notice to the parties.

26 Sec. 5. (a) The board shall make a determination based on the
27 preponderance of evidence received.

28 (b) If the board determines that the respondent was or is
29 engaged in an unfair labor practice, the board shall state the findings
30 of fact and serve on the respondent an order requiring that the
31 respondent cease the unfair labor practice and take affirmative
32 actions, including reinstatement of an employee with or without back
33 pay, to carry out IC 36-8-21, IC 36-8-23, IC 36-8-24, and this
34 chapter. The order may further require that the respondent make
35 reports showing the extent of the respondent's compliance with the
36 order.

37 Sec. 6. If the board determines that a respondent:

38 (1) did not engage in; or

39 (2) is not engaging in;

40 an unfair labor practice, the board shall state the findings of fact and
41 dismiss the complaint.

42 Sec. 7. A hearing may be conducted by a member of the board



1 or by a hearing examiner or an agency designated by the board,
2 instead of the full board. However, after the hearing the member,
3 hearing examiner, or agency shall serve on the parties and file with
4 the board proposed findings and a recommended order.

5 **Sec. 8. If an exception is not filed by a party:**

- 6 (1) within twenty (20) days after service on the parties; or
7 (2) within a period authorized by the board;

8 the recommended order becomes the order of the board.

9 **Sec. 9. If an exception is filed, the board shall grant review if the**
10 **board determines that the exception raises a substantial issue of fact**
11 **or law.**

12 **Sec. 10. If the board determines that the exception does not**
13 **raise a substantial issue of fact or law, the recommended order**
14 **becomes the order of the board.**

15 **Sec. 11. An order of the board under sections 7 through 10 of**
16 **this chapter is a final order and binding on the parties to the**
17 **complaint, subject to judicial review under sections 12 through 22 of**
18 **this chapter.**

19 **Sec. 12. Not later than thirty (30) days after service of the**
20 **board's order under:**

- 21 (1) IC 36-8-21-6 through IC 36-8-21-15; or
22 (2) sections 1 through 11 of this chapter;

23 on the complainant and respondent, the board or the complainant
24 may petition the circuit or superior court of a county in which the
25 unit is located for the enforcement of the board's order and for
26 appropriate relief.

27 **Sec. 13. A party aggrieved by the board's order may petition**
28 **the court for a review of the order and for appropriate relief. If a**
29 **petition is not filed within the thirty (30) day period, the order may**
30 **not be reviewed. The board shall then file a petition with the court**
31 **to enforce the order.**

32 **Sec. 14. The commencement of proceedings after the filing of a**
33 **petition does not, unless specifically ordered by the court, operate as a**
34 **stay of the board's order.**

35 **Sec. 15. After a petition is filed, the court shall have notice**
36 **served upon the parties of the petition and send a copy to the board.**

37 **Sec. 16. An objection that was not made at the hearing may not**
38 **be considered by the court, unless the failure to make the objection**
39 **is excused because of extraordinary circumstances.**

40 **Sec. 17. If either party to the petition applies to the court for**
41 **leave to introduce additional evidence and shows to the satisfaction**
42 **of the court that:**



1 (1) the additional evidence is material; and
 2 (2) there were reasonable grounds for the failure to introduce
 3 the evidence in the hearing;
 4 **the court may order the additional evidence to be taken by the board**
 5 **and made a part of the record.**

6 **Sec. 18. The board:**

7 (1) may modify the findings of fact by reason of the additional
 8 evidence; and
 9 (2) shall file the modified findings and the recommendations
 10 for a modification or setting aside of the original order with
 11 the court.

12 **Sec. 19. The petitioner shall file a record of the hearing,**
 13 **certified by the board, with the court. Until a record of the hearing**
 14 **is filed, the board may, at any time upon reasonable notice, modify**
 15 **or set aside all or part of a finding or an order made or issued by the**
 16 **board.**

17 **Sec. 20. After the record is filed, the jurisdiction of the court to**
 18 **modify, set aside, or enforce a board's order and to grant other**
 19 **appropriate relief is exclusive, and the court's judgment and decree**
 20 **are final, subject to review in accordance with the rules of court.**

21 **Sec. 21. Petitions filed under section 12 of this chapter shall be**
 22 **heard not later than sixty (60) days after the petitions have been**
 23 **docketed. The petition takes precedence over all other civil matters**
 24 **except earlier matters of the same character.**

25 **Sec. 22. The original or modified findings of fact by the board**
 26 **with respect to questions of fact, if supported by substantial evidence**
 27 **on the record considered as a whole, are conclusive.**

28 SECTION 5. IC 36-8-23 IS ADDED TO THE INDIANA CODE
 29 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
 30 1, 1998]:

31 **Chapter 23. Collective Bargaining Between Local Government**
 32 **Employers and Police Officers and Firefighters; Mediation and**
 33 **Arbitration**

34 **Sec. 1. Employers and employees shall bargain collectively. The**
 35 **parties shall enter into a contract embodying the matters on which**
 36 **the parties have agreed during the collective bargaining process.**

37 **Sec. 2. A contract may not include provisions in conflict with**
 38 **any of the following:**

- 39 (1) A right or benefit established by federal or state law.
 40 (2) Employee rights described in this article.
 41 (3) Employer rights described in this article.

42 **Sec. 3. A collective bargaining contract may be in effect for**



1 more than one (1) year.

2 **Sec. 4.** The contract must contain a grievance resolution
3 procedure that applies to all employees in the bargaining unit. This
4 procedure must provide for the final and binding arbitration of
5 disputes concerning the administration or interpretation of the
6 contract. The arbitration provisions of the contract are subject to
7 IC 34-4-1.

8 **Sec. 5.** Collective bargaining must begin by May 1 of a year in
9 which a collective bargaining agreement is to expire. The parties
10 shall inform the board of the results of collective bargaining.

11 **Sec. 6.** If the exclusive representative and the employer have not
12 agreed on a contract not later than forty-five (45) days after
13 collective bargaining begins, either party may:

14 (1) notify the board of the inability to reach an agreement;
15 and

16 (2) ask the board for mediation to begin.

17 **Sec. 7.** The board shall make a mediator available to the parties
18 at the board's expense within seven (7) days after the board is
19 notified under section 6 of this chapter.

20 **Sec. 8.** The mediator shall communicate with both the employer
21 and the exclusive representative and aid the employer and exclusive
22 representative in making a settlement so that the parties may enter
23 into a contract.

24 **Sec. 9.** If a dispute has not been resolved not later than
25 twenty-one (21) days after either party makes a request for
26 mediation under section 6 of this chapter, the employer or exclusive
27 representative shall submit a written request for arbitration to the
28 board.

29 **Sec. 10.** Not later than ten (10) days after the request must be
30 filed under section 9 of this chapter, the employer shall select a
31 member and the exclusive representative shall select a member to a
32 panel of arbitration. The employer and exclusive representative shall
33 advise each other and the board of the selections.

34 **Sec. 11.** Not later than seven (7) days after the request of either
35 party under section 9 of this chapter, the board shall select from the
36 employees' labor mediation roster five (5) persons as nominees to
37 serve as impartial arbitrators on the arbitration panel. Not later
38 than five (5) days after the selection, the parties shall each
39 alternately strike the name of two (2) of the nominees, with the first
40 person to request a mediator under section 9 of this chapter striking
41 first.

42 **Sec. 12.** The remaining member and the members selected by



1 the employer and the exclusive representative constitute the panel.
 2 The panel member not struck under section 11 of this chapter is the
 3 chairman of the arbitration panel.

4 Sec. 13. The chairman of the arbitration panel shall schedule a
 5 hearing to begin not later than fifteen (15) days after the panel's
 6 membership is selected and give reasonable notice of the time and
 7 place of the hearing to the parties. The hearing shall be held at the
 8 location the board considers appropriate. The chairman shall
 9 preside over the hearing and take testimony.

10 Sec. 14. Oral or documentary evidence and other data
 11 considered relevant by the arbitration panel may be received in
 12 evidence. The hearing shall be informal and the rules of evidence do
 13 not apply. A verbatim record of a hearing must be made. The
 14 arbitrator shall arrange for the necessary recording service.
 15 Transcripts may be ordered at the expense of the party ordering the
 16 transcripts, but the transcripts are not necessary for a decision by
 17 the arbitration panel.

18 Sec. 15. If a panel member is a public officer or employee, the
 19 public officer or employee continues on the payroll of the employer
 20 without loss of pay.

21 Sec. 16. A hearing conducted by an arbitration panel may be
 22 adjourned periodically, but, unless otherwise agreed to by the
 23 parties, must be concluded not later than thirty (30) days after the
 24 date of commencement. Arbitration proceedings under this chapter
 25 may not be interrupted or terminated by an unfair labor practice
 26 charge filed by either party at any time.

27 Sec. 17. An arbitration panel may do the following:

28 (1) Administer oaths.

29 (2) Require the attendance of witnesses and the production of
 30 evidence considered material to a just determination of an
 31 issue in dispute.

32 Sec. 18. A panel may issue a subpoena for the purposes set forth
 33 in section 17 of this chapter.

34 Sec. 19. If:

35 (1) a person refuses to obey a subpoena or to be sworn or to
 36 testify; or

37 (2) a witness, a party, or an attorney is guilty of contempt at
 38 a hearing;

39 the arbitration panel may request a circuit court with jurisdiction
 40 where the hearing is held to issue an appropriate order.

41 Sec. 20. The failure to obey the order may be punished by the
 42 court as contempt.



1 **Sec. 21.** Before an award is made, the chairman of an
2 arbitration panel may remand the dispute to the parties for further
3 collective bargaining for a period not to exceed two (2) weeks. If the
4 dispute is remanded, the time provisions of this chapter are extended
5 for a period equal to that of the remand. The chairman of the
6 arbitration panel shall notify the board of a remand under this
7 section.

8 **Sec. 22.** Not later than the conclusion of a hearing held under
9 section 13 of this chapter, the arbitration panel shall identify the
10 economic issues in dispute and direct each of the parties to submit to
11 the arbitration panel and to each other, within the time limit the
12 panel prescribes, each party's last offer of settlement on each
13 economic issue. The determination of an arbitration panel is
14 conclusive concerning the issues in dispute and the issues that are
15 economic.

16 **Sec. 23.** The arbitration panel shall make written findings of fact
17 and adopt a written opinion not later than thirty (30) days after the
18 conclusion of a hearing or any further additional periods to which
19 the parties agree. The arbitration panel shall mail a copy of the
20 opinion to the parties, the representatives of the parties, and the
21 board.

22 **Sec. 24.** The arbitration panel shall adopt the last offer of
23 settlement on an issue by issue basis that, in the opinion of the
24 arbitration panel, more nearly complies with the applicable factors
25 prescribed in section 25 of this chapter with regard to economic
26 issues. The findings, opinions, and order as to all other issues must
27 also be based upon the applicable factors prescribed in section 25 of
28 this chapter.

29 **Sec. 25.** If there is no agreement between the parties, or if there
30 is an agreement but the parties have begun negotiations or
31 discussions for a new agreement or an amendment of the existing
32 agreement, and wage rates or other conditions of employment under
33 the proposed new or amended agreement are in dispute, the
34 arbitration panel shall base the findings, opinions, and order upon
35 the following factors:

- 36 (1) The lawful authority of the employer.
- 37 (2) Stipulations of the parties.
- 38 (3) The interests and welfare of the public and the financial
39 ability of the employer to meet the costs.
- 40 (4) Comparison of the wages, hours, and conditions of
41 employment of the employees involved in the arbitration
42 proceeding with the wages, hours, and conditions of



1 employment of employees performing similar services and
2 with other employees generally in comparable communities.

3 (5) The average consumer prices for goods and services.

4 (6) The overall compensation currently received by the
5 employees, including the following:

6 (A) Direct wage compensation, vacations, holidays, and
7 other excused time.

8 (B) Insurance, pension, medical, and hospitalization
9 benefits.

10 (C) The continuity and stability of employment.

11 (7) Changes in any of the circumstances during the arbitration
12 proceedings.

13 (8) Other factors normally or traditionally taken into
14 consideration in the determination of wages, hours, and
15 conditions of employment through voluntary collective
16 bargaining, mediation, factfinding, or arbitration between
17 parties in public or private employment.

18 **Sec. 26. If a fiscal year begins:**

19 (1) after the initiation of arbitration procedures; and

20 (2) before the arbitration decision or enforcement of the
21 decision;

22 this occurrence does not render a dispute moot or impair the
23 jurisdiction or authority of the arbitration panel or the decision.

24 **Sec. 27. An increase in rates of compensation awarded by an
25 arbitration panel is effective at the beginning of the employer's fiscal
26 year beginning on or after the date of the arbitration award.**

27 **Sec. 28. If a fiscal year begins after the initiation of arbitration
28 procedures, section 27 of this chapter does not apply. An awarded
29 increase may be retroactive to the beginning of the fiscal year.**

30 **Sec. 29. The parties may, by stipulation, amend or modify an
31 award of arbitration.**

32 **Sec. 30. An order of an arbitration panel is reviewable, upon
33 petition by either the employer or the exclusive representative, by
34 the circuit court with jurisdiction in the county in which the dispute
35 arose or in which a majority of the affected employees reside, but
36 only if:**

37 (1) the arbitration panel was without authority or exceeded
38 the panel's authority;

39 (2) the order is arbitrary or capricious; or

40 (3) the order was procured by fraud, collusion, or unlawful
41 means.

42 **Sec. 31. A petition for review under section 30 of this chapter**



1 must be filed with the circuit court not later than ninety (90) days
 2 after the issuance of the arbitration order. The pendency of the
 3 proceeding for review does not automatically stay the order of the
 4 arbitration panel.

5 **Sec. 32.** If the court finds the appeal or petition frivolous, the
 6 party against whom the final decision of the court is adverse shall
 7 pay reasonable attorneys' fees and costs to the successful party.

8 **Sec. 33.** If the court's decision affirms the award of money, the
 9 award, if retroactive, bears interest at the rate of twelve percent
 10 (12%) annually from the effective retroactive date.

11 **Sec. 34.** During the pendency of proceedings before an
 12 arbitration panel, currently applicable wages, hours, and other
 13 conditions of employment may not be changed by either party
 14 without the consent of the other. However, a party may consent to a
 15 change without prejudice to the party's rights or position under
 16 IC 36-8-21 or this chapter.

17 **Sec. 35.** An employee covered by IC 36-8-21 and this chapter
 18 may not withhold services.

19 **Sec. 36.** An employer may not lock out or prevent an employee
 20 from performing services.

21 **Sec. 37. (a)** All terms decided upon by an arbitration panel must
 22 be included in an agreement to be submitted to the employer's
 23 legislative body for ratification and:

24 (1) adoption by ordinance if the unit is a county or
 25 municipality; or

26 (2) passage of a resolution if the unit is a township.

27 (b) The legislative body of the unit shall review each term
 28 decided by an arbitration panel.

29 **Sec. 38.** If the legislative body of a unit does not reject at least
 30 one (1) term of an arbitration panel's decision by a vote of at least
 31 sixty percent (60%) of all the members of the body within twenty
 32 (20) days after the issuance of the decision, the term becomes a part
 33 of the collective bargaining agreement.

34 **Sec. 39.** If the legislative body of a unit rejects at least one (1)
 35 term of the arbitration panel's decision, the legislative body must
 36 issue written reasons for the rejection of each term to the parties
 37 within twenty (20) days after the rejection. The parties shall then
 38 return to the arbitration panel within thirty (30) days after the
 39 issuance of the reason for rejection for further proceedings and the
 40 issuance of a supplemental decision with respect to the rejected
 41 terms.

42 **Sec. 40.** A supplemental decision by an arbitration panel or



1 other decision maker selected by the parties must be submitted to
 2 the legislative body of a unit for ratification in accordance with
 3 sections 37 through 39 of this chapter.

4 **Sec. 41.** The voting requirements of section 38 of this chapter
 5 apply to all disputes submitted to arbitration, notwithstanding
 6 inconsistent voting requirements contained in a collective bargaining
 7 agreement between the parties.

8 **Sec. 42.** The employer shall pay all reasonable costs of a
 9 supplemental proceeding, including the exclusive representative's
 10 reasonable attorney's fees, as established by the board.

11 **Sec. 43.** The employer and exclusive representative may agree
 12 to submit unresolved disputes concerning wages, hours, terms, and
 13 conditions of employment to an alternative form of impasse
 14 resolution without regard to this chapter.

15 **Sec. 44.** Except as provided in sections 7 and 42 of this chapter,
 16 the entire cost of procedures under this chapter as determined by
 17 the board shall be paid equally by the parties. The board shall
 18 establish a complete procedure for the collection and payment of the
 19 cost.

20 **Sec. 45.** After the exhaustion of an arbitration mandated by this
 21 chapter or procedures mandated by a collective bargaining
 22 agreement, a civil action for the violation of an agreement between
 23 an employer and a labor organization representing employees may
 24 be brought by either party to the agreement in the circuit or
 25 superior court of a county in which the employer:

- 26 (1) transacts business; or
- 27 (2) has the employer's principal office.

28 SECTION 6. IC 36-8-24 IS ADDED TO THE INDIANA CODE
 29 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
 30 1, 1998]:

31 **Chapter 24. Collective Bargaining Between Local Government**
 32 **Employers and Police Officers and Firefighters; Miscellaneous**
 33 **Provisions**

34 **Sec. 1.** If IC 36-8-21, IC 36-8-22, IC 36-8-23, or this chapter
 35 conflicts with an Indiana statute, rule, or executive order relating to
 36 wages, hours, and conditions of employment and employment
 37 relations, IC 36-8-21, IC 36-8-22, IC 36-8-23, or this chapter
 38 prevails.

39 **Sec. 2.** For purposes of IC 36-1-3-6:

- 40 (1) IC 36-8-21;
- 41 (2) IC 36-8-22;
- 42 (3) IC 36-8-23; and



1 **(4) this chapter;**
2 **provide the exclusive manner for a unit to exercise the power to**
3 **bargain collectively with the unit's employees.**
4 **Sec. 3. An employee or exclusive representative may not**
5 **participate in a strike against an employer.**
6 **Sec. 4. An employee engaging in a strike is subject to discharge**
7 **by the employer as provided in IC 36-8-3-4.**
8 **Sec. 5. An exclusive representative that engages in or sanctions**
9 **a strike loses the right to represent the employees for one (1) year**
10 **from the date of the action.**
11 **Sec. 6. An employer may not pay an employee for days the**
12 **employee was engaged in a strike.**
13 **SECTION 7. [EFFECTIVE JULY 1, 1998] (a) This act does not:**
14 **(1) apply to or abrogate a contract or an agreement in effect**
15 **on June 30, 1998; or**
16 **(2) preclude arbitration on a provision in the contract or**
17 **agreement.**
18 **(b) This SECTION expires July 1, 2001.**

