



AMENDMENT SUMMARY

Collective Bargaining HF 291

Status of Bill: House Calendar

Committee: Labor (11-6)

Lead Democrats: Rep. Hunter

Floor Manager: Rep. Deyoe

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There are three main types of amendments contained below.

The first type is adding to the definition of **public safety**:

In the bill public safety employees are largely exempted from the implications of this legislation providing they are in a bargaining unit made up of a majority of public safety employees.

A public safety employee is defined as a sheriff or sheriff deputy; a marshal or police officer; a member of the state patrol, narcotics enforcement, state fire marshal, or criminal investigation, including but not limited to a gaming enforcement officer; a conservation officer or park rangers; a permanent or full time fire fighter. Corrections officers and Department of Transportation officers are NOT considered public safety officers.

Amendments will be offered to expand this definition

The second kind of amendment deal with **scope of bargaining**. We amend things that are currently mandatory, but made illegal by the bill, mandatory again. There are also amendments to makes these subjects permissive. If an employer agrees to consider them, both sides can negotiate for them.

The third major type of amendment makes **exemptions to the ban on discussing health care**. In other words, if the state is making it illegal for employers and employees to discuss health care, at least let us discuss pediatric care coverage or mammography services.

H-1019 by **Hunter**: Strikes the enacting clause.

H-1018 by **Hunter**: Strike-after amendment that adds public safety to the scope of bargaining.

H-1098 to H-1018 by **Finkenaue**r: Adds paid family leave for biological and adoptive parents as a mandatory scope of bargaining.

H-1031 by **Hunter**: Strike-after amendment that strikes everything other than the public safety definition.

H-1099 to H-1031 by **Kressig**: Adds employees at Regents institutions to the definition of public safety.

H-1091 by **Finkenaue**r: Strike-after amendment that requires that those seeking a contract with the state be certified through a training program with the department of civil rights. The certification process will cover the states equal opportunity and whistleblower provisions.

H-1094 by **Finkenauer**: Strike-after amendment that makes it a discriminatory practice for an employer to any of the following: require that an employee not discuss wages or benefits; discriminate or retaliate against an employee discussing their salary; seek salary history from an employee as a condition of a job interview or release the salary history of previous employees; publish postings of a position without a minimum rate of pay.

The amendment also creates an equal pay task force to study the extent of wage disparities in public and private sectors and between men and women and minorities and nonminorities. The task force will also investigate the factors that cause the disparities, the consequences of the disparities, actions that lead to the elimination of the disparities.

H-1095 by **T. Taylor**: Strike-after amendment to study impact of Act 10 on teachers in Wisconsin.

H-1024 by **Wessel-Kroeschell** : Adds DOT road workers to public safety definition.

H-1025 by **Wessel-Kroeschell**: Adds DOT snow plow drivers to the public safety definition.

H-1027 by **T. Taylor**: Adds corrections officers to public safety definition.

H-1028 by **Brown-Powers** : Adds nurses to public safety definition.

H-1032 by **Kacena**: Adds EMS workers to public safety definition.

H-1033 by **Nielsen**: Add social workers to public safety definition.

H-1034 by **T. Taylor**: Reinstates the need to have proper cause when firing a public employee.

H-1035 by **Kearns**: Adds community based corrections officers to public safety definition.

H-1036 by **McConkey**: Adds building and housing inspectors to the public safety.

H-1037 by **Forbes**: Adds public employees who regularly come into contact with deadly diseases into the public safety definition.

H-1043 by **Wolfe**: Adds parole officers to public safety definition.

H-1055 by **Bearinger**: Add civil commit unit for sex offender employees to public safety definition.

H-1064 by **Nielsen**: Adds teachers to public safety definition.

H-1065 by **Kearns**: Adds veterans to the public safety definition.

H-1066 by **Hall**: Adds probation officers to the public safety definition.

H-1097 to H-1066 by **Hall**: Corrective Amendment.

H-1079 by **Lensing**: Adds university police to the public safety employee definition.

H-1080 by **Staed**: Adds residential treatment officers into the definition of public safety.

H-1086 by **T. Taylor**: Adds public employees currently in the National Guard to the definition of public safety.

H-1023 by **Hunter**: Returns PERB to its current function. In the legislation PERBS ability to interpret, apply and administer chapter 20 are struck.

H-1021 by **T. Taylor**: Changes from proper cause to just cause in firing of public employees. In current bill just cause is struck, this eliminates the strike and expands the scope.

H-1093 by **Kacena**: Strikes “majority” from the public safety definition meaning that if public safety officer is in the unit it is exempt. If a member of the bargaining unit is considered a public safety employee the unit then the unit falls under the public safety exemptions.

H-1044 by **Running-Marquardt**: Adds accommodations for pregnant woman to the list of mandatory scope of bargaining.

H-1051 by **Bennett**: Makes providing bullet proof vests a mandatory subject of bargaining.

H-1075 by **Running-Marquardt**: Adds working conditions as a mandatory subject of bargaining.

H-1085 by **Kacena**: Makes work shifts and schedules a mandatory subject of bargaining.

H-1039 by **Kearns**: Makes benefits of seniority a mandatory subject of bargaining.

H-1100 to H1039 by **Kearns**: Corrective amendment.

H-1041 by **Brown-Powers**: Makes insurance a mandatory subject of bargaining.

H-1042 by **Brown-Powers**: Makes a classroom supply fund a mandatory subject of bargaining.

H-1049 by **Winckler**: Makes evaluation procedures a mandatory area of bargaining.

H-1070 by **T. Taylor**: Makes grievance procedures a mandatory area of bargaining.

H-1071 by **Breckenridge**: Makes leaves for political activity a mandatory area of bargaining.

H-1074 by **Mascher**: Makes staff reductions a mandatory subject of bargaining.

H-1078 by **Steckman**: Makes supplemental pay a mandatory area of bargaining.

H-1081 by **Kacena**: Makes shift differential a mandatory subject of bargaining.

H-1087 by **Hunter**: Makes health and safety matters a mandatory subject of bargaining.

H-1030 by **Nielsen**: Makes leave of absence for political activity a permissive area of bargaining.

H-1040 by **Running-Marquardt** and **Hall**: Makes insurance a permissive area of bargaining.

H-1045 by **Lensing**: Exemption so employees can negotiate for terminal care insurance coverage.

H-1046 by **Forbes**: Exemption so employees can negotiate for dental insurance coverage.

H-1047 by **Running-Marquardt**: Exemption so employees can negotiate for obstetrics and gynecology services coverage.

H-1048 by **Miller**: Exemption so employees can negotiate for Mammography insurance coverage.

H-1052 by **Heddens**: Exemption so employees can negotiate for autism insurance coverage.

H-1054 by **Gaines**: Exemption so employees can negotiate for speech therapy coverage.

H-1057 by **Kearns**: Exemption so employees can negotiate for mental illness coverage for veterans coverage.

H-1058 by **Breckenridge**: Exemption so employees can negotiate for physical therapy coverage.

H-1059 by **Finkenauer**: Exemption so employees can negotiate for supplemental insurance coverage for adopted or newly born children.

H-1060 by **Oldson**: Exemption so employees can negotiate for chemotherapy coverage.

H-1061 by **Finkenauer**: Exemption so employees can negotiate for hearing test coverage.

H-1062 by **Bennett**: Exemption so employees can negotiate for pediatric insurance coverage.

H-1063 by **Forbes**: Exemption so employees can negotiate for clinical trials for cancer treatment insurance coverage.

H-1067 by **Forbes**: Exemption so employees can negotiate for diabetes insurance coverage.

H-1068 by **Steckman**: Makes supplemental pay a permissive area of bargaining.

H-1084 by **T. Taylor**: Makes transfer procedures a permissive area of bargaining.

H-1038 by **Steckman**: Makes evaluation procedures a permissive area of bargaining.

H-1073 by **Bearinger**: Makes release time a permissive area of bargaining.

H-1069 by **T. Taylor**: Makes grievance procedures a permissive area of bargaining.

H-1072 by **Kearns**: Makes benefits of seniority a permissive subject of bargaining.

H-1077 by **Bennett**: States that an administrator cannot have a benefits package that exceeds package of anyone in a bargaining unit.

H-1083 by **T. Taylor**: Strikes the new harsh re-certification processes contained in the legislation.

H-1090 by **Nielsen**: This amendment makes the state conduct comparing private and public wages and factors in education and experience into the study. Typically, Republicans make apples to oranges comparisons when comparing wages.

H-1092 by **Gaskill**: States that employee wage increases must correspond with any increases in health care costs.

H-1022 by **Hunter**: Strikes the pre-amble of chapter 20 as it's now essentially meaningless.

H-1088 by **Wolfe**: Reinstates teacher subpoena powers back into the legislation.

H-1029 by **Nielsen**: Codifies a maximum of 25 students per class room.

H-1089 by **Kacena**: Strikes Division IV from the legislation. Division IV is the civil service changes.

H-1096 by **Deyoe**: Allows the scope of the appeal to district court to be limited to mistakes of fact or law. Additionally, changes who must receive health care coverage under the bill from all public employees to permanent, full-time public employees.

H-1101 to H-1096 by **Holt**: Makes several changes in the legislation:

- Lowers the threshold to meet the public safety exemption from fifty to thirty.
- Restores proper cause into the legislation.
- Adds DOT motor enforcement to the public safety definitions.
- PERB technical corrections.
- Striking civil service section regarding member in good standing.
- Makes release time, seniority and grievance procedures permissive subjects of bargaining.
- Gives DOT Director the authority to restore certain bargaining rights if the director receives correspondence from the Federal Transportation Secretary that he would lose money.

H-1020 by **Kacena**: Strikes changes to the member in good standing definition. Under the bill, it expands members not in good standing to include those who were demoted or suspended.

H-1026 by **Steckman**: States that the legislation cannot be enacted until we have an impact statement on women.

H-1050 by **Gaines**: Cannot be enacted until we have an impact statement on minorities.

H-1053 by **Kearns**: States that the legislation cannot be enacted until we have an impact statement on veterans.

H-1056 by **Prichard**: States that the legislation does not go into effect until all affected employees have health care coverage in place.

H-1076 by **Kacena**: States that nothing in this bill shall impact veteran preference in hiring.

H-1082 by **Prichard**: States that no veteran shall be impacted by this legislation.