

1 AN ACT relating to right-to-work provisions involving a condition of employment
2 or continuation of employment and declaring an emergency.

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

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

5 (1) Employees may, free from restraint or coercion by the employers or their agents,
6 associate collectively for self-organization and designate collectively representatives
7 of their own choosing to negotiate the terms and conditions of their employment to
8 effectively promote their own rights and general welfare. Employees, collectively
9 and individually, may strike, engage in peaceful picketing, and assemble
10 collectively for peaceful purposes, **except that no public employee, collectively or**
11 **individually, may engage in a strike or a work stoppage.**

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

15 (3) **(a) Notwithstanding subsection (1) of this section or any provision of the**
16 **Kentucky Revised Statutes to the contrary, no employee shall be required, as**
17 **a condition of employment or continuation of employment, to:**

18 **1. Become or remain a member of a labor organization;**

19 **2. Pay any dues, fees, assessments, or other similar charges of any kind**
20 **or amount to a labor organization; or**

21 **3. Pay to any charity or other third party, in lieu of these payments, any**
22 **amount equivalent to or pro rata portion of dues, fees, assessments, or**
23 **other charges required of a labor organization.**

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

27 **(4) The secretary of the Labor Cabinet or his or her representative shall investigate**

1 *complaints of violations or threatened violations of subsection (3) of this section*
 2 *and may initiate enforcement of a criminal penalty by causing a complaint to be*
 3 *filed with the appropriate local prosecutor and ensure effective enforcement.*

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

11 (6)~~(4)~~ Submission of a false affidavit concerning violence, personal injury, or
 12 damage to property shall constitute a violation of KRS 523.030. In the absence of
 13 any such affidavit alleging violence, personal injury, or damage injunctions shall be
 14 issued only by a Circuit Judge or other justice or judge acting as a Circuit Judge
 15 pursuant to law.

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

17 As used in *this chapter*~~[KRS 336.190 and 336.200]~~, unless the context requires
 18 otherwise:~~[-]~~

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

24 }
 25 (2) *The term "employer" means all persons, firms, associations, corporations, public*
 26 *employers, public school employers, and public colleges, universities, institutions,*
 27 *and education agencies; and*

1 **(3) The term "public employee" means an employee of a "public agency" as that**
2 **term is defined in KRS 61.870(1).**

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

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

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

9 (a) Any person who violates KRS 336.110 **or Section 1 of this Act** shall for each
10 offense be assessed a civil penalty of not less than one hundred dollars (\$100)
11 nor more than one thousand dollars (\$1,000);

12 (b) Any corporation, association, organization, or person that violates KRS
13 336.190 and 336.200 shall be assessed a civil penalty of not less than one
14 hundred dollars (\$100) nor more than one thousand dollars (\$1,000) for each
15 offense. Each act of violation, and each day during which such an agreement
16 remains in effect, shall constitute a separate offense; and

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

20 **(3) Any labor organization, employer, or other person who directly or indirectly**
21 **violates subsection (3) of Section 1 of this Act shall be guilty of a Class A**
22 **misdemeanor.**

23 **(4) Any person aggrieved as a result of any violation or threatened violation of**
24 **subsection (3) of Section 1 of this Act may seek abatement of the violation or**
25 **threatened violation by petitioning a court of competent jurisdiction for injunctive**
26 **relief and shall be entitled to costs and reasonable attorney fees if he or she**
27 **prevails in the action.**

1 (5) Any person injured as a result of any violation or threatened violation of
 2 subsection (3) of Section 1 of this Act may recover all damages resulting from the
 3 violation or threatened violation and shall be entitled to costs and reasonable
 4 attorney fees if he or she prevails in the action.

5 ➔SECTION 4. A NEW SECTION OF KRS CHAPTER 336 IS CREATED TO
 6 READ AS FOLLOWS:

7 Any agreement, understanding, or practice, written or oral, implied or expressed,
 8 between any labor organization and employer which violates an employee's rights as
 9 set forth in subsection (3) of Section 1 of this Act shall be unlawful and void, except
 10 that subsection (3) of Section 1 of this Act shall not apply to:

11 (1) Employers and employees covered by the Federal Railway Labor Act;

12 (2) Federal employers and employees;

13 (3) Employers and employees on exclusive federal enclaves;

14 (4) Employers and employees where it would conflict or be preempted by federal law;

15 or

16 (5) Any agreement between employers and employees or labor organization entered
 17 into before the effective date of this Act, but the provisions of subsection (3) of
 18 Section 1 of this Act shall apply to any new contract or an extension or renewal
 19 of any existing agreement entered into on or after the effective date of this Act.

20 ➔SECTION 5. A NEW SECTION OF KRS CHAPTER 336 IS CREATED TO
 21 READ AS FOLLOWS:

22 A public employer or a labor organization representing public employees shall not
 23 deduct membership dues of an employee organization, association, or union from the
 24 wages, earnings, or compensation of a public employee without the express written
 25 consent of the public employee. This consent shall be made prior to any deductions
 26 being made and may be revoked by the public employee at any time by written notice to
 27 the employer.

1 ➔SECTION 6. A NEW SECTION OF KRS CHAPTER 65 IS CREATED TO
2 READ AS FOLLOWS:

3 *The legislative body of any city, county, consolidated local government, urban-county*
4 *government, charter county government, or unified local government shall not have*
5 *the authority to adopt or enforce any ordinance, policy, or resolution that is in conflict*
6 *with Section 1 of this Act.*

7 ➔Section 7. KRS 67A.6904 is amended to read as follows:

- 8 (1) *Except as provided in Section 1 of this Act,* urban-county governments and their
9 representatives and agents are prohibited from:
- 10 (a) Interfering, restraining, or coercing police officers, firefighter personnel,
11 firefighters, or corrections personnel in the exercise of the rights guaranteed in
12 KRS 67A.6902;
- 13 (b) Dominating or interfering with the formation, existence, or administration of
14 any labor organization;
- 15 (c) Discriminating in regard to hiring or tenure of employment or any term or
16 condition of employment to encourage or discourage membership in any labor
17 organization~~[-; provided that nothing in this section, or in any other statute of~~
18 ~~this state, shall preclude an urban-county government from making an~~
19 ~~agreement with a labor organization to require as a condition of employment~~
20 ~~membership therein on or after the thirtieth day following the beginning of~~
21 ~~that employment or on the effective date of the agreement, whichever is the~~
22 ~~later];~~
- 23 (d) Discharging or otherwise discriminating against an employee because he or
24 she has signed or filed any affidavit, petition, or complaint or given any
25 information or testimony under this section; or
- 26 (e) Refusing to bargain collectively in good faith with a labor organization which
27 is the exclusive representative of employees in an appropriate unit, including

1 but not limited to the discussing of grievances with the exclusive
2 representative.

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

4 (a) Restraining or coercing:

5 1. Police officers, firefighter personnel, firefighters, or corrections
6 personnel in the exercise of the right guaranteed in KRS 67A.6902; and

7 2. An urban-county government in the selection of a representative for the
8 purposes of collective bargaining or the adjustment of grievances; or

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

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

21 ➔Section 8. KRS 67C.406 is amended to read as follows:

22 (1) **Except as provided in Section 1 of this Act,** consolidated local governments, their
23 representatives, or their agents are prohibited from:

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

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

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

1 reasonable times, including meetings in advance of the budget-making process; to
2 negotiate in good faith with respect to wages, hours, and other conditions of
3 employment; to negotiate an agreement; to negotiate any question arising under any
4 agreement; and to execute a written contract incorporating any agreement reached,
5 if requested by either party. The obligation shall not be interpreted to compel either
6 party to agree to a proposal, or require either party to make a concession.

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

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

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

27 ➔Section 10. KRS 78.470 is amended to read as follows:

1 **Except as provided in Section 1 of this Act,** in any county in the Commonwealth of
 2 Kentucky, which has a population of 300,000 or more and which has adopted the merit
 3 system, the county employees in the classified service as police may organize, form, join
 4 or participate in organizations in order to engage in lawful concerted activities for the
 5 purpose of collective bargaining or other mutual aid and protection, and to bargain
 6 collectively through representatives of their own free choice. Such employees shall also
 7 have the right to refrain from any or all such activities. Strikes by said members of any
 8 such collective bargaining unit shall be prohibited at any time.

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

10 **Except as provided in Section 1 of this Act,** in any county in the Commonwealth of
 11 Kentucky which has a population of 300,000 or more and which has adopted the merit
 12 system for its police force, the fiscal court may contract with representatives of the police
 13 employed by said county with respect to wages, hours, terms and conditions of
 14 employment, including execution of a written contract incorporating any agreement
 15 reached between the fiscal court and representatives of the police. The fiscal court shall
 16 not be required to bargain over matters of inherent managerial policy.

17 ➔Section 12. KRS 345.050 is amended to read as follows:

18 (1) **Except as provided in Section 1 of this Act,** public employers, their representatives
 19 or their agents are prohibited from:

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

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

24 (c) Discriminating in regard to hiring or tenure of employment or any term or
 25 condition of employment to encourage or discourage membership in any labor
 26 organization[; provided, that nothing in this chapter, or in any other statute of
 27 this state, shall preclude a public employer from making an agreement with a

1 ~~labor organization to require as a condition of employment membership~~
2 ~~therein on or after the thirtieth day following the beginning of such~~
3 ~~employment or on the effective date of such agreement, whichever is the~~
4 ~~later};~~

5 (d) Discharging or otherwise discriminating against an employee because he has
6 signed or filed any affidavit, petition or complaint or given any information or
7 testimony under this chapter;

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

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

13 (a) Restraining or coercing:

14 1. Firefighters in the exercise of the right guaranteed in subsection (1) of
15 KRS 345.030, and

16 2. A public employer in the selection of his representative for the purposes
17 of collective bargaining or the adjustment of grievances;

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

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

1 party to agree to a proposal, or require either party to make a concession.

2 ➔Section 13. If any provision of this Act or the application thereof to any person
3 or circumstance is held invalid, the invalidity shall not affect other provisions or
4 applications of the Act that can be given effect without the invalid provision or
5 application, and to this end the provisions of this Act are severable.

6 ➔Section 14. Whereas it is critical to the economy and citizens of Kentucky to
7 attract new business and investment into the Commonwealth as soon as possible, an
8 emergency is declared to exist, and this Act takes effect upon its passage and approval by
9 the Governor or upon its otherwise becoming a law

10 ➔Section 15. This Act may be cited as the "Kentucky Right to Work Act"