

Chapter 174 Collective Bargaining

- Obligation to confer in good faith regarding compensation, hours, and other conditions of employment or the negotiation of an agreement or a question arising under an agreement.
- Option of binding arbitration if that is voted in.
- Involves the negotiation of a comprehensive written agreement between the City and its public safety employee representatives.
- Modify the City administration's control over police and fire department operations and the City's financial position.
- Forbids strikes and work stoppages.
- Statutory collective-bargaining process and authorizes judicial remedies when the parties fail to reach a bargain.
- City and a bargaining unit may agree on compensation and employment conditions that they find mutually acceptable.
- When the bargaining parties cannot agree, however, Chapter 174 serves as a backstop. In such a case, Section 174.021 ties compensation to comparable jobs in the private sector that require similar skills under similar working conditions.
- Chapter 174 "preempts all contrary local ordinances, executive orders, legislation, or rules adopted by. . . [a] home-rule municipality."
- It also waives governmental immunity "to the extent necessary to enforce" its provisions against a public employer.