SB 383 A   STAFF MEASURE SUMMARY

House Committee On Business and Labor

Prepared By:	Jan Nordlund, LPRO Analyst
Meeting Dates:	5/13

WHAT THE MEASURE DOES:

Requires disciplinary action ordered as a result of arbitration involving misconduct by a sworn employee of a law enforcement agency to match the disciplinary action imposed by the agency, if the arbitrator makes a finding of misconduct consistent with the law enforcement agency's finding of misconduct and the disciplinary action was imposed pursuant to a discipline guide or matrix. Makes disciplinary guide or matrix subject of collective bargaining. Applies to sworn employees of law enforcement agencies. Applies to collective bargaining agreements entered into on or after effective date of Act.

Minimal fiscal impact.

No revenue impact.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Many state and local government employees, including employees of states, counties, cities, and school districts, are subject to the Public Employee Collective Bargaining Act (PECBA). Law enforcement officers are covered under PECBA. A public employer and a collective bargaining unit may reach a written agreement on grievance procedures. As a condition of enforceability, an arbitration award that orders the reinstatement of public employee or otherwise relieves the employee of responsibility for misconduct must comply with clearly defined public policy in statute or judicial decisions. Resolution of disputes over conditions and terms of a contract may be resolved through binding arbitration.

Senate Bill 383-A requires, in an arbitration proceeding involving a sworn law enforcement employee, that the arbitrator impose the same disciplinary action that was imposed by the agency if the arbitrator makes a finding of misconduct that is consistent with the law enforcement agency's finding of misconduct and if the discipline imposed by the agency followed the discipline guide or matrix that was adopted by the agency as a result of collective bargaining.

Senate vote: 28-0