

67C.406 Activities prohibited and duty to bargain in good faith.

- (1) Consolidated local governments, their representatives, or their agents are prohibited from:
 - (a) Interfering, restraining, or coercing police officers in the exercise of the rights guaranteed in KRS 67C.402;
 - (b) Dominating or interfering with the formation, existence, or administration of any labor organization;
 - (c) Discriminating in regard to hiring or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization; provided that nothing in this section, or in any other statute of this state, shall preclude a consolidated local government from making an agreement with a labor organization to require as a condition of employment membership therein on or after the thirtieth day following the beginning of that employment or on the effective date of the agreement, whichever is the later;
 - (d) Discharging or otherwise discriminating against an employee because he or she has signed or filed any affidavit, petition, or complaint or given any information or testimony under this section; or
 - (e) Refusing to bargain collectively in good faith with a labor organization which is the exclusive representative of employees in an appropriate unit, including but not limited to the discussing of grievances with the exclusive representative.
- (2) Labor organizations or their agents are prohibited from:
 - (a) Restraining or coercing:
 1. Police officers in the exercise of the right guaranteed in KRS 67C.402; and
 2. A consolidated local government in the selection of a representative for the purposes of collective bargaining or the adjustment of grievances; or
 - (b) Refusing to bargain collectively in good faith with a consolidated local government, if they have been designated in accordance with the provisions of this section as the exclusive representative of police officers in an appropriate unit.
- (3) For the purposes of this section, to bargain collectively is to carry out in good faith the mutual obligation of the parties, or their representatives; to meet together at reasonable times, including meetings in advance of the budget-making process; to negotiate in good faith with respect to wages, hours, and other conditions of employment; to negotiate an agreement; to negotiate any question arising under any agreement; and to execute a written contract incorporating any agreement reached, if requested by either party. The obligation shall not be interpreted to compel either party to agree to a proposal, or require either party to make a concession.

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History: Created 2004 Ky. Acts ch. 101, sec. 4, effective July 13, 2004.