

**67A.6904 Activities prohibited and duty to bargain in good faith.**

- (1) Urban-county governments and their representatives and agents are prohibited from:
  - (a) Interfering, restraining, or coercing police officers, firefighter personnel, firefighters, or corrections personnel in the exercise of the rights guaranteed in KRS 67A.6902;
  - (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 an urban-county 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 and their agents are prohibited from:
  - (a) Restraining or coercing:
    1. Police officers, firefighter personnel, firefighters, or corrections personnel in the exercise of the right guaranteed in KRS 67A.6902; and
    2. An urban-county 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 an urban-county government, if they have been designated in accordance with the provisions of this section as the exclusive representative of police officers, firefighter personnel, firefighters, or corrections personnel 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.

**Effective:** July 12, 2006

**History:** Amended 2006 Ky. Acts ch. 177, sec. 4, effective July 12, 2006. -- Created 2004 Ky. Acts ch. 100, sec. 4, effective July 13, 2004.