



REPORT

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MISSOURI AT THE CROSSROADS: GOVERNMENT UNION LAWS AND THE PATH TO SUCCESSFUL ENFORCEMENT

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with research assistance by Philip Oehlerking*

KEY FINDINGS

- Missouri's government labor policies are in flux, thanks to legislative and legal wrangling both in the state and nationally.
- Although an injunction against House Bill 1413, a comprehensive government union¹ reform, constitutes the most immediate wild card for this policy area in Missouri, ongoing statutory tweaks and court interventions—driven by interests on both sides of the government–labor debate—seem likely to shape how, and whether, reforms are implemented for years to come.
- Given this fluid legal environment, Missouri policymakers must be well versed in the policy and legal landscape for government unions nationally,

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reviewing the experiences of other states to determine what has worked elsewhere and what could work here.

- Missouri policymakers must also ensure that the state has a complete catalogue of the agreements these laws would govern—collective bargaining agreements, memoranda of understanding, and other related bargaining documents made between state and local governments—so that the enforcement of reforms can be applied evenly to all parties subject to, and protected under, the law, regardless of what the precise state of the law might be at the time.

INTRODUCTION

The unionization of government employees has been a contentious subject going back at least 100 years in the United States. Though it has been largely forgotten with the passage of time, there was once a broad consensus against allowing the organization of government workers for the purpose of negotiating the terms of their employment. Even progressive hero Franklin Delano Roosevelt was against collective bargaining for public employees²—a position that was widely held by officials in both parties for decades. More to the point, Roosevelt wrote to the National Federation of Federal Employees as follows:

All Government employees should realize that the process of collective bargaining, as usually understood, cannot be transplanted into the public service. It has its distinct and insurmountable limitations when applied to public personnel management. The very nature and purposes of Government make it impossible for administrative officials to represent fully or to bind the employer in mutual discussions with Government employee organizations. The employer is the whole people, who speak by means of laws enacted by their representatives in Congress. Accordingly, administrative officials and employees alike are governed and guided, and in many instances restricted, by laws which establish policies, procedures, or rules in personnel matters.

Unsurprisingly, policymakers in states across the country have taken very different approaches to permitting and prohibiting labor groups to organize public-sector employees. This philosophical and political tension has been especially apparent in the last ten years, perhaps starting with the passage of Wisconsin's Act 10 in 2011. Wisconsin's legislation touched on a host of labor issues, including the reformation of collective bargaining in the government union context, and the legislative push attracted large protests organized by the unions who would be affected by these reforms. This pattern of ambitious reform, met by union pushback, has repeated itself across the country.

More recently, Missouri has become a national focal point of the debate over the terms on which public employees can organize, especially the introduction of House Bill 1413 in 2018. Recognizing this important legal development, early in 2019 the Show-Me Institute published a report written by attorneys James N. Foster, Jr., Brian C. Hey, and Allison J. Hartnett that reviewed the history of public-sector labor law in the United States generally, and in Missouri particularly.³

In substance, HB 1413⁴ was a massive reform of state law dealing with these labor unions that cleared the way not only for better protection of Missouri taxpayer interests through greater accountability and transparency in contract negotiations, but also for Missouri government employees to exercise more control over their jobs and their paychecks without union interference.⁵ Given those reforms, the Supreme Court decision in *Janus v. AFSCME*,⁶ and the 2018 passage of a referendum that repealed Missouri's Right to Work law, the paper by Foster and colleagues contributed valuable context to a state policy area with which most Americans, and most Missourians, were not especially familiar. And in the year since its passage, HB 1413 has been the subject of continued interest and litigation on the part of both reformers and union leaders. Only time and the courts will tell how the injunction will be resolved and what precisely the rules will be for government unions representing bargaining units to state and local government in Missouri.

Missouri is obviously not the only state with labor laws that are being debated or have changed. Comparisons between Missouri and its peer states can be useful for determining not only what has worked in the past to deliver reform, but also what might work in the future should Missouri have to reconsider its labor laws.

Whatever the law might be, policymakers must in any case have access to comprehensive information about all formal and informal bargaining agreements in the state. Unfortunately, there is currently no comprehensive, up-to-date record of formal and informal bargaining agreements between the government and various public employee unions officially maintained by the state. If regulators don't know what agreements exist and fall under their purview, even the best statutory reform will be destined for failure.

House Bill 1413

On June 1, 2018, then-governor Eric Greitens signed into law House Bill 1413, which overhauled the public labor law statutes⁷ in the state and offered much-needed clarity regarding the rights and responsibilities of unions and their members, as well as the procedures that would govern government unions after decades of tumultuous state litigation and court decisions. As Foster and colleagues highlighted, “the law [would] require public-sector unions to hold recertification elections every three years and require unions to obtain annual authorization from members to deduct any union dues from their paychecks.”⁸

Of course, and as the authors explored, the bill went well beyond just that handful of items. Importantly, HB 1413 outlined the procedures and fees required in the certification and decertification processes; outlined the nature of bargaining negotiations, including timetables and the items that could be subjected to the bargaining process; established new reporting and transparency obligations for government labor unions representing bargaining units; and provided greater accountability to the negotiation process through more robust requirements for public hearings on collective bargaining agreements prior to their final approval or rejection.⁹

Legislative reforms of this kind have, in one form or another, been the subject of intense debate across the

country, especially in recent years. Wisconsin's Act 10,¹⁰ for instance, dealt with an array of issues, but its “certification” reforms were arguably the standout issue when it became law in 2011. “Certification” is the process by which unions are given legal authority to negotiate on behalf of government employees; without certification, a prospective union cannot formally act as employees' representative for collective bargaining purposes. Iowa's House File 291, passed in 2017, continued progress along the reform track initiated by Wisconsin earlier in the decade. As Foster, Hey, and Hartnett explain, the Iowa reform:

confines collective bargaining to “base wages,” requires a recertification vote before each new contract, requires that the cost of elections be paid out of union funds, and requires unions to obtain a majority of the bargaining units' votes, not just a majority of the votes of those actually casting a ballot.¹¹

These reforms and others were part of the HB 1413 debate and were largely included in the law that eventually passed the legislature. Other states, however, have taken different approaches to government union policies and reforms to those taken by Wisconsin, Iowa and Missouri.

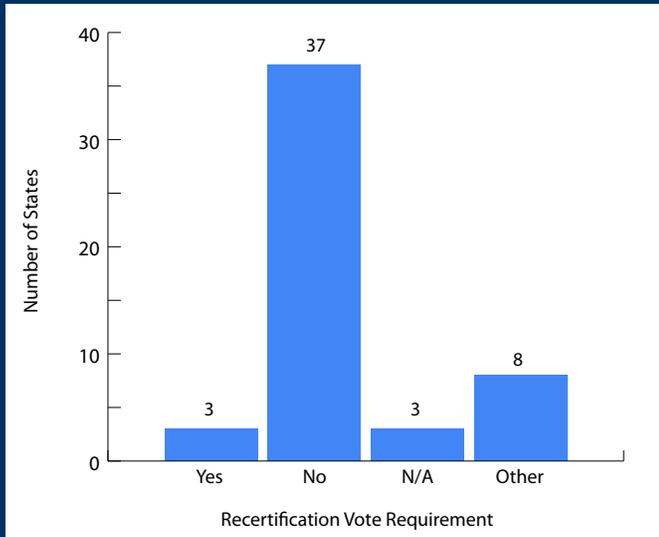
STATE GOVERNMENT UNION LABOR LAWS

While reform efforts continue to percolate across the country, there remains no “one-size-fits-all” approach toward what an effective public labor law regime looks like, or which reforms should take priority. Examining government union labor law data from the Commonwealth Foundation's “Fifty State Labor Report” and its associated projects helps to clarify some of the variance in opinion among reform advocates.¹²

Recertification

First, while mandatory recertification was central to the reforms in Wisconsin and Iowa, strong recertification statutes remain elusive across the country. For example, nearly three-quarters of states do not impose a mandatory recertification requirement on their government unions (Figure 1). Among the rest, North Carolina, South Carolina and Virginia do not allow collective bargaining for government employees at all, and of the states that

Figure 1:
**Are Recertification Votes
Required by State Law?**



N/A, States that don't allow collective bargaining for public employees. *Other*, states in which the process is not defined by law.

*Inclusion of Washington, DC, brings total to 51.

do—which includes the vast majority of states—only three are overt and specific about a recertification requirement: Wisconsin, Iowa, and Missouri.¹³

Indeed, Missouri legislators were operating in rarified policy air as soon as they decided to add the mandatory recertification reform to HB 1413, given the small number of states that have passed such a provision into law. Among the many provisions included in HB 1413, it seems likely that government union labor organizations disliked this reform the most, specifically because it posed the most direct and recurring threat to their power to represent workers whose votes they would be regularly subjected to.¹⁵

Paycheck Protection

Other reforms included in HB 1413 had already seen wider adoption nationally. For instance, “paycheck protection”—a term representing a variety of laws that require some form of written authorization for dues to

be deducted from government employee paychecks—has passed into law in nearly a dozen states (Figure 2). While more popular than recertification reforms, the number of paycheck protection adopters nonetheless remains fairly low; there are nearly three times as many states that have not adopted this law than there are states that have done so.

The ruling in *Janus v. AFSCME* is also important to note here. In *Janus*, the Supreme Court found that non-union workers cannot be forced to pay fees to a union as a condition of employment, as those forced payments would violate those workers’ First Amendment speech rights.¹⁶ Consequentially, the *Janus* decision raised questions about whether “fair share” requirements—the non-member “fee” that often approached the cost of a regular union membership—denied even union members a meaningful choice at the time of their enrollment, and whether those members should be considered disenrolled until a union received affirmative consent to have fees deducted—and whether workers were owed those past payments back.

Paycheck protection laws largely resolve such questions. Typically, if an employee has provided written consent to send money to the union, then the fees or dues can be deducted from their paychecks; without such consent, those fees cannot be deducted.

Financial Transparency

Transparency requirements are also a mixed bag in terms of reform consensus. On the one hand, financial reporting requirements similar to those required of private-sector unions at the federal level are more common than recertification votes, but such transparency requirements are nonetheless a comparatively rare state requirement for government unions (Figure 3). Once again, HB 1413 puts Missouri solidly among reformers in terms of financial transparency for government unions.

Contract Negotiations

Whether a contract must be negotiated in view of the public is a more evenly-divided proposition. Eleven states require such meetings to be open, twelve require they be closed, and another eighteen have laws that are in between (Figure 4). Missouri’s reform doesn’t require these meetings to be closed, but they are also not presumed or required to be open. As previous Show-Me research tends

to show in the Sunshine Law context, what “may” be concealed from the public often is.¹⁷

Analysis of Missouri’s Labor Laws Compared to Peer States

Any analysis of how Missouri stacks up to other states with its government union labor law must consider the reality that HB 1413 is currently enjoined from enforcement. Absent enforcement of the statutory language, Missouri’s transparency and accountability requirements on its government union labor organizations was, and currently is, mediocre at best. But focusing only on the statutory language itself, it’s fair to say that Missouri has one of the strongest government union labor laws in the country on the books.

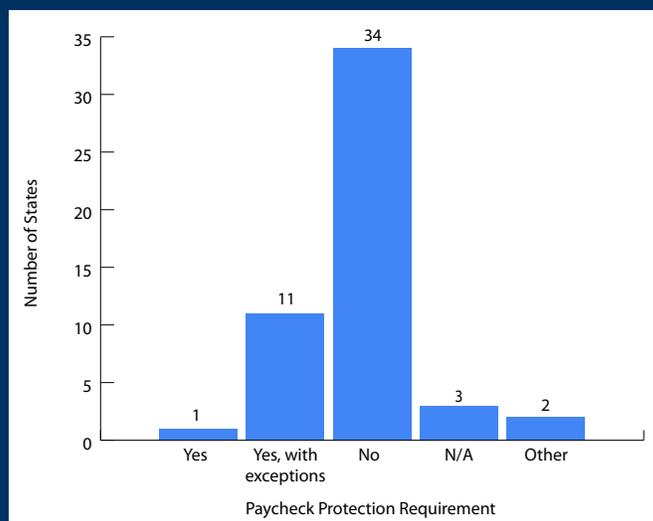
Neither Wisconsin nor Iowa law requires financial transparency for government unions of the sort required at the federal level or required under HB 1413. These financial reports, often colloquially referred to as “LM-2s” in reference to federal filing requirements imposed on private sector unions,¹⁸ are important to ensuring that union members and the public are able to see how government labor unions are spending union funds. While Missouri’s financial transparency requirements are strong, the state’s open meeting requirements allowing the public to oversee contract negotiations are relatively weak.

Perhaps the greatest weakness of HB 1413 is that while it is ambitious in its scope of reform items, it is narrowly tailored to a limited set of professions. Specifically, “public safety labor organizations” are carved out of the law’s mandates, making Missouri’s law on this point similar to government union labor laws in Oklahoma and Wisconsin, which also carve out public safety employees. This narrowness is also no small part of the litigation related to the law—that some government employees enjoy greater protections of their rights than others, and that some government unions are subjected to greater scrutiny than others aren’t.

Impacts of Recent Reform Pushes in Wisconsin and Iowa

Looking at the reforms in Wisconsin and Iowa—both of which share key elements of Missouri’s law—offers an opportunity to see the kinds of effects that might be felt in Missouri should HB 1413 go into full effect.

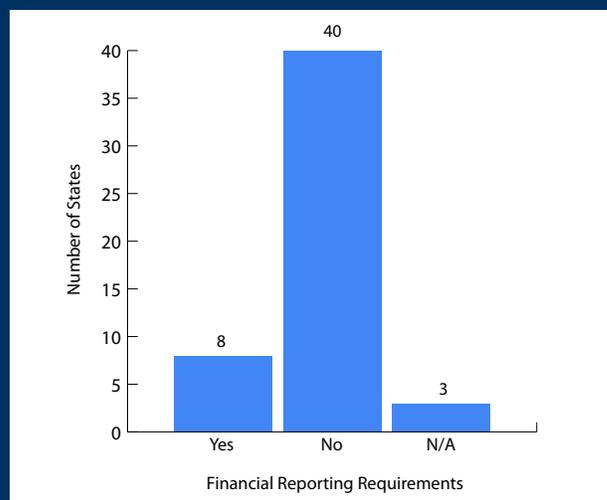
Figure 2: Paycheck Protection



N/A, States that don’t allow collective bargaining for public employees. Other, states in which the process is not defined by law.

*Inclusion of Washington, DC, brings total to 51.

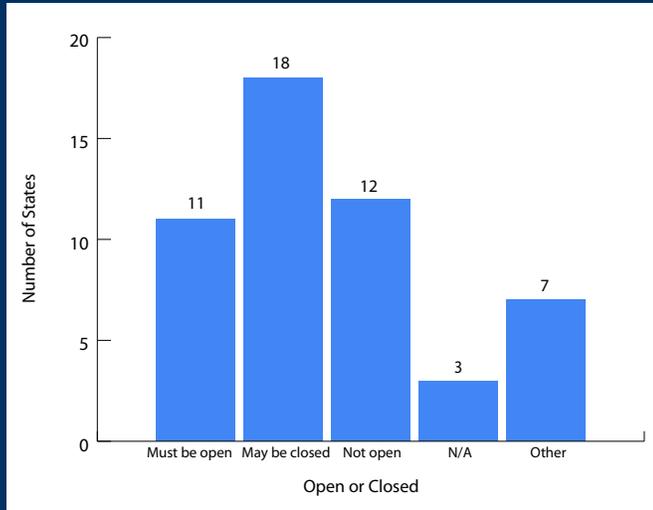
Figure 3: Financial Transparency Requirements



N/A, States that don’t allow collective bargaining for public employees. Other, states in which the process is not defined by law.

*Inclusion of Washington, DC, brings total to 51.

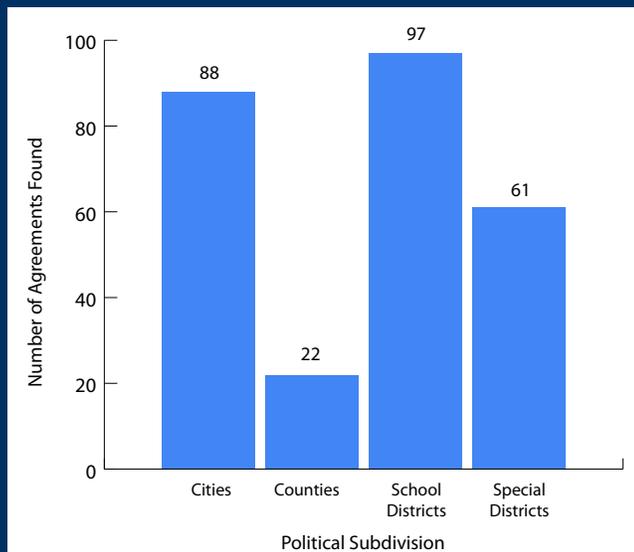
Figure 4:
Contract Negotiation Meeting Openness



N/A, States that don't allow collective bargaining for public employees. *Other*, states in which the process is not defined by law.

*Inclusion of Washington, DC, brings total to 51.

Figure 5:
Bargaining Agreements by Subdivision (includes CBAs, MOUs, other)



For purposes of government union labor reform, Wisconsin is the policy granddaddy, and as such its track record is the most extensive. Before legislators passed Act 10 in 2011, Wisconsin teachers were given few ways of leaving their union; by 2017, without the requirement of paying dues to the union, membership in the state's largest teachers union had dropped by nearly two-thirds, from 98,000 members to just over 32,000.¹⁹ Moreover, a MacIver Institute analysis also found that from 2011 to 2017, the state of Wisconsin saved over \$5 billion in retirement and health care costs associated with government union labor contracts that, thanks to collective bargaining reforms, were reorganized to shift long-term financial risks away from taxpayers.²⁰

Iowa's reform, enacted in 2017, has a shorter track record, but early indicators suggest that similar fiscal benefits are accruing. A 2018 article in the Cedar Rapids-based Gazette noted that the state expected to save nearly \$50 million in health care spending in its first year, after shifting some premium costs previously covered under a collective bargaining agreement from taxpayers to state employees.²¹

Impact of HB 1413

In contrast to Missouri's right-to-work push which was technically repealed before it took full effect, HB 1413 was in force for a period of about six months. However, because of this limited period of time, few insights can be gleaned about whether the law's provisions had an appreciable impact on the establishment or continuance of representation of a bargaining unit by a government union, or the degree to which the transparency requirements were used by the public and, if used, whether that process netted noticeable public benefits.

Complicating matters is that there is not an official government agency officially tasked to catalogue all of the existing collective bargaining agreements (and their rough equivalents) in Missouri, meaning that enforcement of HB 1413's provisions—and frankly, the enforcement of any government union labor law's provisions—would be spotty at best. For example, enforcing financial transparency requirements for a bargaining unit the state doesn't know exists is surely difficult; yet unfortunately, it appears Missouri, and specifically the Missouri Department of Labor & Industrial Relations (DOLIR), may be in precisely this situation.

SHOW-ME CBAs

Following the passage of HB 1413 but prior to its effective date, researchers at the Show-Me Institute started its “Show-Me CBAs” project,²² making Sunshine law²³ requests across the state for collective bargaining agreements, memoranda of understanding, and other documents related to the process of collective bargaining. An existing public state database dealing with grievances between government units and government labor organizations dating back to the late 1960s was used to identify who should receive requests, through the reasonable conclusion that evidence of a grievance was also evidence of an agreement. Sunshine law requests were also sent for agreements made with “public safety labor organizations,” because even if they are not covered by HB 1413 they would nonetheless be covered by other state laws. Accordingly, identifying the existence of these labor organizations would be valuable to the state and to taxpayers, even if HB 1413 had never been passed, and regardless of whether it survives current litigation.

While using the grievance database allowed the establishment of a baseline for the number of agreements in existence, the Institute’s findings are likely an undercount of the total number of CBAs and related agreements in existence across the state. It is reasonable to believe that there are bargaining units that have not been the subject of grievance proceedings and thus will have escaped our identification process and the Sunshine law requests sent. How best to resolve that knowledge gap should be the subject of greater legislative interest going forward.

The limitations of the method notwithstanding, over 250 collective bargaining, memorandum of understanding and related agreements across the state were collected and posted online (Figure 5), which typically were either formally in effect or subject to some form of renewal, including automatic renewal.²⁴

Establishing the existence of these contracts is important for any state to fulfill its oversight role effectively. The reality that there are hundreds of local contracts of interest to DOLIR—with many more likely outstanding—is itself an important revelation that legislators may not have realized even at the passage of HB 1413 in 2018.

Crystal City:

2. Any present or future employee who is not a union member, and who does not make application for membership, shall, has a condition of employment, pay to the union each month and [sic] service charge as a contribution towards the administration of this amendment an amount equal to the monthly dues. Employees who fail to comply with this agreement, shall be discharged by the employer within thirty (30) days after receipt of written notice to the employer from the union.

Grandview:

B. Modified agency shop shall apply within the Department. Current bargaining unit employees who are not members of the Union, and all bargaining unit employees hired after the effective date of this Agreement shall, commencing thirty (30) days after their employment or the effective date of this Agreement, and so long as they remain non-members of the Union, pay to the Union each month their fair share of the cost of the Union’s collective bargaining, contract administration, and other representational efforts undertaken on behalf of bargaining unit employees. The Union shall be solely responsible for making certain that it does not include in the “fair share” fee any amount that cannot lawfully be charged to non-members under State law. The Union shall provide to the City and to all non-Union member bargaining unit employees a calculation showing the amount to be paid under this provision, and the difference between that amount and full monthly Union dues. Amounts due under this provision shall be collected in the same manner as listed above for dues deduction.

What is disturbing is in the absence of clear and effective oversight, the language of these contracts can easily run afoul of state law. For example, Missouri Revised Statute §105.510 states plainly:

No such employee shall be discharged or discriminated against because of his exercise of such right [to form and join a union], nor shall **any person or group of persons, directly or indirectly, by intimidation or coercion, compel or attempt to compel any such employee to join** or refrain from joining a labor organization. [Emphasis mine]

Translation? Government employees in Missouri, through statute and later *Janus*, may not be compelled to support a union neither by direct or indirect means. This has been the law in Missouri for years; all CBAs crafted in Missouri should reflect this fact. Yet the CBAs between Grandview and its fire fighters, as well as the CBA between Crystal City and its firefighters, violated this long-standing precedent.

There is also circumstantial evidence that these cities made changes to these contracts as a result of our inquiries. On the same day (July 24, 2018) that Show-Me Institute researchers contacted Grandview, the Grandview Board of Aldermen removed the problematic section by ordinance. We made the same request for information of Crystal City; less than a month later, in mid-August, Crystal City's contract was also modified to reflect existing state law and jurisprudence. It is unknown whether these contracts were enacted in full knowledge that they violated the law; whether accidental or nefarious, the effect of these provisions was the same—and clearly, effective oversight of these agreements was lacking.

If state and local government are going to negotiate collective bargaining contracts and bind taxpayers to these agreements, taxpayers not only need to have constructive notice of these agreements, but the state and oversight agencies tasked with ensuring legal compliance must also be aware that these contracts exist.

Whatever HB 1413's eventual disposition, any oversight regime that cannot identify all the subjects of that oversight will fail to meaningfully execute its mission. Without effective oversight, the likelihood of patently

illegal contract provisions rises. That's bad for taxpayers and government workers, but it's also bad for the rule of law.

CONCLUSION

Although the *Janus* case established a backstop for government union labor reformers nationwide, states like Missouri have continued to innovate in the realm of government union reform to provide more accountable labor organizations for government employees who elect union representation, and to provide more transparent governance for taxpayers who are liable for the benefits provided by these CBAs, which are often negotiated out of view. At the same time, knowing who has agreements in place is ultimately the first step in this battle—and something state regulators cannot look past as they attempt to enforce current laws and implement future reforms. Ambitious reform should be combined with an ambitious enforcement regime. Missouri has taken steps toward the former, but the latter is worthy of far greater attention.

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NOTES

1. The terms “public-sector unions” and “government unions” are used interchangeably for unions representing government employees. For this essay, the author has chosen to use the term “government unions.”
2. The American Presidency Project. Letter on the resolution of federal employees against strikes in federal service (Franklin D. Roosevelt). Retrieved November 14, 2019 from: <https://www.presidency.ucsb.edu/documents/letter-the-resolution-federation-federal-employees-against-strikes-federal-service>
3. Foster J, Hey B, Hartnett A. New public-sector labor law in Missouri. Show-Me Institute. April 2019. Retrieved November 14, 2019 from: <https://showmeinstitute.org/publication/government-unions/new-public-sector-labor-law-missouri>
4. House Bill HB 1413. Retrieved November 14, 2019 from: <https://www.house.mo.gov/Bill.aspx?bill=HB1413&year=2018&code=R>
5. Lawsuits have been filed challenging HB 1413. On March 8, 2019, the St. Louis County Circuit Court granted a preliminary injunction halting the implementation of HB 1413 until it issues a final decision.
6. *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, No. 16-1466, 585 U.S. ___ (2018).
7. The law does not apply to public safety labor organizations, defined as “labor organization[s] wholly or primarily representing persons trained or authorized by law or rule to render emergency medical assistance or treatment, including, but not limited to, firefighters, ambulance attendants, attendant drivers, emergency medical technicians, emergency medical technician paramedics, dispatchers, registered nurses and physicians, and persons who are vested with the power of arrest for criminal code violations including, but not limited to police officers, sheriffs, and deputy sheriffs.” See: <https://www.house.mo.gov/billtracking/bills181/hlrbillspdf/4637S.14T.pdf> (page 2). Litigation surrounding HB 1413 has raised whether this carveout is untenable on equal protection grounds. See *Missouri National Education Association, et al. v. Missouri Department of Labor & Industrial Relations, et al.* at: http://fergflor.mnea.org/Uploads/Public/Documents/News/HB1413_CourtFiledPetition.pdf
8. Foster J, Hey B, Hartnett A. New public-sector labor law in Missouri. Show-Me Institute. April 2019. Retrieved November 14, 2019 from: <https://showmeinstitute.org/publication/government-unions/new-public-sector-labor-law-missouri>. (page 6).
9. Ibid.
10. 2011 Wisconsin Act 10. Retrieved November 14, 2019 from: <https://docs.legis.wisconsin.gov/2011/related/acts/10>
11. Foster J, Hey B, Hartnett A. New public-sector labor law in Missouri. Show-Me Institute. April 2019. Retrieved November 14, 2019 from: <https://showmeinstitute.org/publication/government-unions/new-public-sector-labor-law-missouri> (page 3).
12. An interactive version of the Commonwealth Foundation’s state labor law data can be found here: https://www.commonwealthfoundation.org/state_labor_laws/
13. Although Missouri’s government union reform law is currently enjoined, the state is included in these charts because of what the statute itself lays out, pending final court action.
14. *N/A* (not applicable) refers to those states that do not allow for collective bargaining with government employees. *Other* refers to states that fall out of a neat “yes,” “no,” or “doesn’t apply” framework, including circumstances where the law is ambiguous or doesn’t speak to the issues of mandatory recertification. Rather than make idiosyncratic circumstances the basis for categories, this broad classification rubric is used throughout this essay for simplicity and explanatory power. For readers looking for the circumstances of individual states, the Commonwealth Foundation’s *Fifty State Labor Report* offers this particularity.

15. Madrid M. For Missouri's unions, the battle is far from over. *The American Prospect*. August 10, 2018. Retrieved November 14, 2019 from: <https://prospect.org/article/missouri-unions-battle-far-over>
16. In Missouri, *Janus* had little practical effect on federal employees; unions were already prevented from collecting such payments from those workers. However, the case largely foreclosed the possibility of that status quo ever changing through legislative means.
17. Ishmael P, Oehlerking P. Government spending records should be free and open to the public. Show-Me Institute. May 2019. Retrieved November 14, 2019 from: <https://showmeinstitute.org/publication/transparency/government-spending-records-should-be-free-and-open-public>
18. Retrieved November 14, 2019 from: <https://www.dol.gov/olms/regs/compliance/rrlo/lmrda.htm>
19. Rochester C. Wisconsin teachers' union leads nation again in membership losses. MacIver Institute. August 24, 2018. Retrieved November 14, 2019 from: <http://www.maciverinstitute.com/2018/08/wisconsin-teachers-union-leads-nation-again-in-membership-losses>
20. Rochester C. Act 10 at 8: It's still working. MacIver Institute. February 14, 2019. Retrieved November 14, 2019 from: <http://www.maciverinstitute.com/2019/02/act-10-at-8-its-still-working>
21. Boshart R. State sees savings from collective bargaining changes. *The Gazette*, n.d. Retrieved November 14, 2019 from: <https://www.thegazette.com/subject/news/government/state-sees-savings-from-collective-bargaining-changes-20180311>
22. The full list of CBAs, memoranda of understanding and related collective bargaining documents that we received can be found at: https://drive.google.com/drive/folders/1LS0EFVsGe4c_h1K51cGfgziV2b3ricXz
23. "Sunshine laws" allow for the public to ask government for documents related to the public interest. The most famous such law is the Freedom of Information Act, or FOIA, at the federal level. It is not uncommon for state sunshine laws to be referenced as FOIA laws, but whatever the nomenclature, the use and purpose are the same.
24. Automatic renewals of these contracts are sometimes referred to as "Evergreen Clauses." Previous Show-Me Institute work has gone into this policy area more closely and deliberately. See Wright, J. A primer on government labor relations in Missouri. Show-Me Institute. 2015. Retrieved November 14, 2015 from: https://showmeinstitute.org/sites/default/files/201503%20A%20Primer%20on%20Government%20Labor%20Relations%20in%20Missouri%20%20-%20Wright_0.pdf

APPENDIX: LABOR AGREEMENTS BY MISSOURI CITIES, COUNTIES AND OTHER DISTRICTS

These documents were obtained through records requests made by the Show-Me Institute. Copies of the agreements received can be found at: https://drive.google.com/open?id=1LS0EFVsGe4c_hIK51cGfziV2b3ricXz.

	Union Representative	Local Chapter or Lodge #	Profession	Political Subdivision	Likely covered by HB1413?	Type of Contract (CBA, MOU, etc.)	Total length of contract (pages)	Start date	Expiration date
Butler City	International Brotherhood of Electrical Workers	53	Electrical Workers	City	Yes	MOU	27	4/1/2015	3/31/2024
Centralia	Laborer's International Union of North America	773	Street, Water, Sewer, Electrical, Light, Sanitation	City	Yes	CBA	22	4/16/2018	3/31/2021
Columbia	Laborer's International Union of North America	773	Public Works	City	Yes	CBA	47	10/1/2017	9/30/2020
Crystal City	AFSCME	410	FT City Workers	City	Yes	CBA	18		3/31/2019
Independence	International Brotherhood of Electrical Workers		Electrical Workers	City	Yes	MOA	60	11/1/2014	10/31/2019
Independence	International Brotherhood of Electrical Workers		Water Pollution Control	City	Yes	MOA	36	7/1/2018	6/30/2019
Independence	International Brotherhood of Electrical Workers and Independence Maintenance & Clerical Employees		Maintenance & Clerical Employees	City	Yes	MOA	40	7/1/2018	6/30/2021
Independence	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	13558	Manual Laborers	City	Yes	MOA	30		6/30/2019
Kansas City	AFSCME	500	Municipal Worker	City	Yes	CBA	37	9/18/2016	4/30/2020
Lebanon	International Brotherhood of Electrical Workers	753	Electrical Workers	City	Yes	MOU	36	7/1/2016	6/30/2019
Lee's Summit	International Association of Machinists & Aerospace Workers	778	Public Works	City	Yes	CBA	34		
Lexington	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	13558	Water Dept.	City	Yes	CBA	16		4/1/2019
Nixa	International Brotherhood of Electrical Workers	753	Electric Dept.	City	Yes	MOU	11		3/14/2012
Osage Beach	International Union of Operating Engineers	2	Public Works	City	Yes	MOU	17	1/1/2001	12/31/2001

Pacific	International Union of Operating Engineers	148	Streets and Utility	City	Yes	AOA	26	7/5/2018	6/30/2021
Poplar Bluff	International Brotherhood of Electrical Workers	702	Electric Dept.	City	Yes	AOA	37		12/31/2017
Poplar Bluff	International Union of Operating Engineers	148	Street, Motor Pool, Cemetery	City	Yes	AOA	34	10/1/2013	9/30/2016
Poplar Bluff	International Union of Operating Engineers	148	Street, Motor Pool, Cemetery	City	Yes	Amendment	2	10/1/2013	9/30/2016
St. Charles	International Union of Operating Engineers	148	Public Works	City	Yes	CBA	39	2/1/2018	12/31/2021
St. Clair	International Union of Operating Engineers	148	Public Works	City	Yes	CBA	48	1/1/2016	12/31/2020
St. Joseph	Laborers' Public Service Employees	1290PE	Public Works	City	Yes	MOA	33	7/26/2012	7/26/2015
Boone	Laborers' International Union of N. America	773	Public Works	County	Yes	CBA	30	1/1/2017	12/31/2019
Butler	International Union of Operating Engineers	148	Public Works	County	Yes	CBA	14	1/1/2018	12/31/2019
Franklin	International Union of Operating Engineers	148	Public Works	County	Yes	CBA	38	1/1/2017	12/31/2019
Greene	SEIU	1	Public Works	County	Yes	CBA	96	2/9/2018	12/31/2020
Jackson	STL-KC Carpenters Regional Council		Prosecution Office workers	County	Yes	MOU	23	4/13/2020	3/31/2020
Jackson	Communication Workers of America	6360	Sheriff Dispatcher	County	Yes	MOU	26	11/9/2015	11/9/2018
Jackson	Greater KC Building and Trades Council		Carpenters, painters, electricians, plumbers	County	Yes	MOU	18	4/20/2018	12/31/2021
Jackson	SEIU	1	Public Works, Finance, Collection, Recorder of Deeds, Assessment Department	County	Yes	MOU	19	12/13/2011	12/31/2013
Jefferson	International Union of Operating Engineers	148	Public Works	County	Yes	Meet & Confer	43	3/1/2018	12/31/2020
Jefferson	International Union of Operating Engineers	148	Parks & Rec	County	Yes	CBA	42	1/1/2018	12/31/2020
Reynolds	Teamsters	600	Public Works	County	Yes	MOU	15	1/1/2017	12/31/2019
St. Charles	International Brotherhood of Electrical Workers	1	HVAC Tech	County	Yes	CBA	14	10/1/2014	9/30/2017

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St. Charles	Laborer's International Union of North America	42	Park Ranger	County	Yes	MOU	7	2/28/2014	2/28/2015
St. Francois	Teamsters	600	Public Works	County	Yes	CBA	21	1/1/2018	12/31/2021
St. Louis	AFSCME	61	Specialists, mechanics, and technicians	County	Yes	MOU	4	1/1/2018	12/31/2021
St. Louis	Teamsters	610	Environmental specialists	County	Yes	CBA	20	12/28/2016	12/27/2021
Bayless School District	Bayless Education Association		Teachers	School District	Yes	Resolution	3	1/1/2018	6/30/2022
Belton School District	Educational Support Personnel/MNEA		Support Staff	School District	Yes	MOU	6	7/1/2018	6/30/2019
Center School District	Center Education Association		Teachers	School District	Yes	IBB	10	1/1/2018	6/30/2019
St. Charles School District	St. Charles Education Association		Teachers and medical staff	School District	Yes	CBA	7	7/1/2018	6/30/2019
St. Charles School District	St. Charles Educational Support Staff Association		Support Staff	School District	Yes	CBA	4	7/1/2018	6/30/2019
St. Charles School District	St. Charles Transportation Education Association		Bus Drivers	School District	Yes	CBA	4	7/1/2018	6/30/2019
Columbia Public School District	Columbia MNEA		Teachers	School District	Yes	CBA	11	1/1/2018	6/30/2019
DeSoto 73 School District	Classified Staff Committee		Classified Staff	School District	Yes	MOU	1	7/1/2018	6/30/2019
DeSoto 73 School District	Teacher & Salary Welfare Committee		Teachers	School District	Yes	MOU	1	7/1/2018	6/30/2019
DeSoto 73 School District	Transportation Employee/NEA		Bus Drivers	School District	Yes	MOU	1	7/1/2018	6/30/2019
East Central College	NEA	ECC	Faculty	School District	Yes	CBA	40	7/1/2018	6/30/2019
Ferguson-Florissant R-2 School District	NEA	Ferguson-Florissant	Faculty	School District	Yes	CBA	47	7/1/2018	6/30/2019

Festus R-VI School District	NEA			Teachers	School District	Yes	MOU	18	7/1/2017	6/30/2020
Fort Zumwalt School District	Ft Zumwalt Education Association		Teachers	School District	Yes	IBB	76	7/1/2018	7/1/2018	6/30/2021
Fox C-6 School District	NEA	Fox	Teachers	School District	Yes	MOU	10	7/1/2016	7/1/2016	6/30/2019
Francis Howell School District	Francis Howell Education Association		Teachers	School District	Yes	CBA	27	7/1/2016	7/1/2016	6/30/2021
Francis Howell School District	FHESPA		Grounds/custodians/ paraprofessionals	School District	Yes	CBA	15	7/1/2018	7/1/2018	6/30/2019
Grandview C4 School District	Certified Staff		Teachers	School District	Yes		18			
Hazelwood School District	Hazelwood Federation of School-Related Personnel	6050	Clerical Staff & Instructional Assistants	School District	Yes	CBA	63	7/1/2018	7/1/2018	6/30/2020
Hazelwood School District	International Brotherhood of Electrical Workers	1	Utility, mechanics and custodians	School District	Yes	CBA	63	7/1/2016	7/1/2016	6/30/2019
Hazelwood School District	NEA	Hazelwood	Teachers	School District	Yes	CBA	67	7/1/2018	7/1/2018	6/30/2019
Hazelwood School District	Hazelwood Association of Support Personnel (MNEA)	Bus Drivers	School District	School District	CBA	60	7/1/2018	6/30/2020	6/30/2020	12/31/2019
Hazelwood School District	Hazelwood Association of Healthcare Professionals		Nurses	School District	Yes	CBA	64	7/1/2018	7/1/2018	6/30/2019
Hazelwood School District	SEIU	1	Nutritionists	School District	Yes	CBA	63	7/1/2017	7/1/2017	6/30/2019
Hickman Mills C-1 School District	Hickman Hills Federation of School Related Personnel	6023	Support Staff	School District	Yes	Meet & Confer	30			
Hillsboro R-III School District	NEA Missouri School Teachers Association	Hillsboro	Teachers	School District	Yes	MOU	3	7/1/2018	7/1/2018	6/30/2019
Hillsboro R-III School District	NEA	Hillsboro Nurses Association	Nurses	School District	Yes	MOU	2	7/1/2018	7/1/2018	6/30/2019
Hillsboro R-III School District	Missouri State Teacher Association	Hillsboro Secretarial Association	Secretaries	School District	Yes	MOU	2	7/1/2018	7/1/2018	6/30/2019
Hillsboro R-III School District	Missouri State Teacher Association	Hillsboro Paraeducator Org.	Paraprofessionals	School District	Yes	MOU	2	7/1/2018	7/1/2018	6/30/2019

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Independence 30 School District	NEA	Independence	Teachers	School District	Yes	CBA	21	7/1/2017	6/30/2022
Joplin R-VIII School District	Joplin Education Support Professionals/NEA		Support Staff	School District	Yes	CBA	9	7/1/2017	6/30/2019
Joplin R-VIII School District	NEA	Joplin	Teachers, counselors, librarians	School District	Yes	CBA	26	7/1/2018	6/30/2020
Kansas City Metropolitan Community College	NEA	MCC	Faculty	School District	Yes	CBA	154	7/1/2018	6/30/2022
Kansas City School District	Federation of Teachers & School Related Personnel	Kansas City	Faculty	School District	Yes	CBA	58	7/7/2017	8/1/2020
Kansas City School District	Federation of Teachers & School Related Personnel	Kansas City	Classified Staff	School District	Yes	CBA	42	7/1/2017	6/30/2020
Kansas City School District	SEIU	1	maintenance & food service	School District	Yes	CBA	41	7/1/2017	6/30/2020
Ladue School District	Ladue Educator's Association		Teachers	School District	Yes	CBA	28	7/1/2018	6/30/2020
Lincoln County R-III School District	NEA	Winfield	Teachers	School District	Yes	CBA	14	7/1/2018	6/30/2019
Lindbergh School District	Lindbergh Association of Office Personnel			School District	Yes	Meet & Confer	46	8/9/2017	6/30/2020
Lindbergh School District	NEA	Lindbergh	Teachers	School District	Yes	CBA	20	7/1/2016	6/30/2019
Mehlville R-9 School District	NEA	Mehlville	Teachers	School District	Yes	MOU	20	7/1/2018	6/30/2019
Meramec Valley R-III School District	SEIU	1	Support Staff	School District	Yes	MOU	12	7/1/2017	6/30/2019
Normandy School District	NEA	Normandy		School District	Yes	IBB	15	7/1/2018	6/30/2020

North Kansas City School District	NEA	N. Kansas City	Teachers	School District	Yes	CTTN	2	3/10/2015	present
Northwest R-1 School District	Northwest Education Association Northwest Community Teachers Associations		Teachers	School District	Yes	IBN	39	7/1/2018	6/30/2019
N. St. Francois County R-1 School District	NEA	North County	Custodians	School District	Yes	MOU	4	7/1/2018	6/30/2021
Park Hill R-V School District	NEA	Park Hill	Teachers	School District	Yes	CBA	42	7/1/2017	6/30/2019
Parkway School District	Communication Workers of America	6355	Custodians/ warehouse	School District	Yes	CBA	46	7/1/2018	6/30/2021
Parkway School District	NEA	Parkway	Teachers	School District	Yes	MOU	1	5/30/2018	6/30/2021
Parkway School District	Parkway Nurses Association		Nurses	School District	Yes	CBA	41	7/1/2016	6/30/2019
Parkway School District	NEA	Parkway	Teachers	School District	Yes	CBA	62	7/1/2017	6/30/2020
Pattonville R-III School District	Pattonville Education Support Professionals		Support Staff	School District	Yes	Economic Agreement	8	7/1/2017	6/30/2019
Pattonville R-III School District	NEA	Pattonville	Teachers	School District	Yes	Policy GBB	40	7/1/2016	6/30/2019
Ritenour School District	NEA	Ritenour	Teachers	School District	Yes	CBA	13	7/1/2018	6/30/2021
Riverview Gardens School District	RG Certified Employees (w/help from NEA)		Teachers	School District	Yes	Negotiated Agreement	24	11/28/2017	7/31/2018
Rockwood R-VI School District	NEA	Rockwood	Teachers	School District	Yes	IBB	62	7/1/2016	6/30/2019
Special School District of St. Louis County	Miscellaneous Driver, Helpers, Health Care & Public Employees Union	610	Bus Drivers	School District	Yes	CBA	35	11/1/2017	6/30/2020
Special School District of St. Louis County	Miscellaneous Driver, Helpers, Health Care & Public Employees Union	610	Maintenance, warehouse	School District	Yes	CBA	25	7/1/2018	6/30/2020
Springfield R-12 School District	NEA	Springfield	Faculty	School District	Yes	CBA	38	7/1/2016	6/30/2019

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Springfield R-12 School District	NEA	Springfield	Secretaries	School District	Yes	CBA	30	7/1/2018	6/30/2019
Springfield R-12 School District	NEA	Springfield	Nurses	School District	Yes	CBA	29	7/1/2018	6/30/2019
Springfield R-12 School District	Springfield Education Support Personnel		Custodians/ maintenance	School District	Yes	CBA	39	7/1/2018	6/30/2019
St. Charles Community College District	STCCC		Faculty	School District	Yes	MOU	47	7/1/2014	6/30/2020
St. Charles Community College District	SEIU	1	Faculty	School District	Yes	CBA	26	8/1/2017	7/31/2021
St. Genevieve School District	NEA	St. Genevieve	Teachers	School District	Yes	Meet & Confer	40		
St. Louis Public Schools	American Federation of Teachers	420	Teachers, clerical, paraprofessional	School District	Yes	Policy Statement	116	7/1/2017	6/30/2020
University City School District	University City Education Association		Teachers	School District	Yes	IBB	66	7/1/2017	6/30/2018
University City School District	University City Federation of Teachers	3179	Support Staff	School District	Yes		68	7/1/2017	6/30/2018
Wentzville R-IV School District	Wentzville Federation of School Related Employees	4894	Support Staff	School District	Yes	Meet & Confer	78	7/1/2016	6/30/2018
Wentzville R-IV School District	NEA	Wentzville	Teachers	School District	Yes	CBA	50	7/1/2016	6/30/2018
Wentzville R-IV School District	NEA	Wentzville	Nurses	School District	Yes	CBA	22	7/1/2016	6/30/2018
Wentzville R-IV School District	Transportation Union/AFT	6553	Bus Drivers	School District	Yes	CBA	55	7/17/2018	6/30/2019
West Plains R-VII School District	NEA	Missouri	Bus Drivers	School District	Yes	CBA	10	7/1/2017	6/30/2020
Winfield R-IV School District	American Federation of Teachers	6085	Custodians	School District	Yes	CBA	4	7/1/2018	6/30/2019

Little Blue Valley Sewer District	Teamsters	41	FT & PT	Special District	Yes	MOU	53	10/1/2017	9/30/2020
Metropolitan St. Louis Sewer District	Bricklayers of Missouri; Electricians, Machinists; International Union of Operating Engineers	1, 1, 9, 513		City	Yes	CBA	39	7/1/2016	6/30/2020
Metropolitan St. Louis Sewer District	United Wastewater Workers Association, AFSCME	1, 410		City	Yes	CBA			
Arnold	Eastern Missouri Coalition of Police, Fraternal Order of Police, Police Officers and Corporals	15	Police Dispatchers	City	No	CBA	22	8/11/2016	8/11/2019
Arnold	Eastern Missouri Coalition of Police, Fraternal Order of Police	15	Police Officers and Corporals	City	No	CBA	22	8/11/2016	8/11/2019
Arnold	Eastern Missouri Coalition of Police, Fraternal Order of Police	15	Sergeants and Lieutenants	City	No	CBA	22	8/11/2016	8/11/2019
Belton	International Association of Fire Fighters	42	Fire Fighters	City	No	CBA	47	4/1/2015	4/1/2018
Belton	Fraternal Order of Police, West Central Missouri Regional Office	50	Police Officers	City	No	CBA	38	4/2/2017	3/31/2020
Blue Springs	Fraternal Order of Police, West Central Missouri Regional Office	50	Police Officer	City	No	CBA	6	3/19/2018	3/1/2019
Blue Springs	Fraternal Order of Police, West Central Missouri Regional Office	51	Sergeant	City	No	CBA	6	3/19/2018	3/1/2019
Blue Springs	Fraternal Order of Police, West Central Missouri Regional Office	52	Lieutenant	City	No	CBA	6	3/19/2018	3/1/2019
Brentwood	International Association of Fire Fighters	2665	Fire Fighters	City	No	MOU	2	12/8/2015	12/31/2016
Brentwood	International Association of Fire Fighters	2665	Fire Fighters	City	No	MOU	2	6/17/2014	12/31/2014
Cape Girardeau	International Association of Fire Fighters	1084	Fire Fighters	City	No	CBA	28	11/18/2016	7/1/2022
Chesterfield	Fraternal Order of Police, E. Missouri Coalition of Police	15	Police officers and Sergeants	City	No	CBA	5	10/2/2017	6/30/2020
Chillicothe	International Association of Fire Fighters	2460	Fire Fighters	City	No	MOU	29		4/1/2014
Jefferson City	International Association of Fire Fighters	671	Fire Fighters	City	No	CBA	11		10/31/2007
Clayton	International Association of Fire Fighters	2665	Fire Fighters	City	No	CBA	80	1/24/2017	9/30/2020
Columbia	Fraternal Order of Police	26	Police Officers	City	No	CBA	54	10/1/2017	9/30/2020
Columbia	International Association of Fire Fighters	1055	Fire Fighters	City	No	CBA	100	10/1/2017	9/30/2019
Columbia	Columbia Police Lieutenant's Association		Police Lieutenants	City	No	MOA	14	11/6/2017	10/31/2020
Crestwood	International Association of Fire Fighters	2665	Fire Fighters	City	No	CBA	39	10/1/2011	12/31/2019

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Ferguson	International Association of Fire Fighters	2665	Fire Fighters	City	No	CBA	16	10/12/2016	10/12/2019
Festus	Laborer's International Union of North America	42	Police Officers	City	No	MOU	27	10/1/2014	9/30/2015
Grandview	International Association of Fire Fighters		Fire Fighters	City	No	CBA	45		9/30/2020
Hannibal	Fraternal Order of Police	20	Police Officers	City	No	CBA	5	7/1/2010	6/30/2013
Hannibal	Fraternal Order of Police	20	Police Officers	City	No	CBA	3	7/1/2010	6/30/2013
Hannibal	International Association of Fire Fighters		Fire Fighters	City	No	CBA	16	7/1/2017	6/30/2022
Independence	Fraternal Order of Police	1	Police Officers	City	No	MOA	46		6/30/2020
Jefferson	International Association of Fire Fighters		Fire Fighters	City	No	CBA	11	11/1/2004	10/31/2007
Joplin	Fraternal Order of Police	27	Police Officers	City	No	CBA	5		
Joplin	Law Enforcement Sergeants		Police Sergeants	City	No	CBA	5		
Kansas City	Fraternal Order of Police	99	Police Officers	City	No	MOA	37	5/9/2017	1/31/2021
Kansas City	International Association of Fire Fighters	42	Fire Fighters	City	No	CBA	164	5/1/2015	4/30/2020
Kansas City	International Association of Fire Fighters	3808	Fire Chiefs	City	No	CBA	30	4/26/2015	4/19/2020
Kirkwood	International Association of Fire Fighters	2665	Fire Fighters	City	No	MOU	28		3/31/2013
Lebanon	International Union of Police Associations	7	Police Officers	City	No	CBA	30	7/1/2016	6/30/2019
Lebanon	International Association of Fire Fighters	2921	Fire Fighters	City	No	CBA	31	7/1/2016	6/30/2019
Lee's Summit	Fraternal Order of Police; West Central Missouri	50	Police Officers	City	No	CBA	46	7/1/2014	6/30/2017
Lee's Summit	International Association of Fire Fighters	2195	Fire Fighters	City	No	CBA	26	1/6/2017	12/31/2017
Liberty	International Association of Fire Fighters	42	Fire Fighters	City	No	MOU	44	7/1/2014	6/30/2019
Liberty	Fraternal Order of Police	50	Police Officers	City	No	MOU	41	3/25/2013	12/31/2015
Moberly	Laborer's International Union of North America	42	Police	City	No	CBA	16	6/20/2017	6/19/2018
Nevada	International Association of Fire Fighters	3031	Fire Fighters	City	No	CBA	17	5/18/2010	6/7/2013
O'Fallon	Eastern Missouri Coalition of Police, Fraternal Order of Police	15	Police Officers	City	No	MOU	26	1/26/2018	12/31/2018
O'Fallon	O'Fallon Police Supervisors Association		Police Sergeants/ Lieutenants	City	No	MOU	6	2/3/2017	12/31/2018
Olivette	International Association of Fire Fighters	2665	Fire Fighters	City	No	CBA	30	7/1/2018	6/30/2021
Osage Beach	International Association of Fire Fighters	3987	Fire Fighters	City	No	MOU	18	8/1/2005	7/31/2008
Poplar Bluff	International Association of Fire Fighters	2543	Fire Fighters	City	No	CBA	33	10/1/2016	9/30/2017

Raytown	International Association of Fire Fighters	1730	Fire Fighters	City	No	MOU	16		7/31/2006
Richmond	International Association of Fire Fighters	3133	Fire Fighters	City	No	CBA	31	11/4/2016	9/30/2019
Richmond Heights	International Association of Fire Fighters	2665	Fire Fighters	City	No	MOU	19	6/19/2014	6/30/2016
Riverside	International Association of Fire Fighters	42	Fire Fighters	City	No	CBA	22	8/1/2017	6/30/2020
Sedalia	International Association of Fire Fighters	103	Fire Fighters	City	No	MOU	5	2010	2017
Sedalia	Fraternal Order of Police, Mid-Missouri	16	Police Officers	City	No	MOU	25	2017	2020
Springfield	Southern Missouri Professional Fire Fighters	152	Fire Fighters	City	No	CBA	82	6/18/2018	6/30/2020
Springfield	Springfield Police Officer' Association	FOP 22	Police Officers	City	No	CBA	41	7/1/2017	6/30/2020
St. Charles	International Association of Fire Fighters	757	Fire Fighters	City	No	CBA	47	11/23/2014	12/31/2017
St. Charles	St. Charles Police Officers Association		Police Officers	City	No	CBA	81	3/1/2016	12/31/2018
St. Charles	St. Charles Police Officers Association		Police Sgt	City	No	CBA		3/1/2016	12/31/2018
St. Joseph	Fraternal Order of Police	3	Police Officers	City	No	CBA	32	4/19/2010	1/1/2015
St. Joseph	International Association of Fire Fighters	77	Fire Fighters	City	No	CBA	49	11/29/2010	11/14/2018
University City	International Association of Fire Fighters	2665	Fire Fighters	City	No	CBA	60	1/1/2015	1/1/2018
University City	Eastern Missouri Coalition of Police, Fraternal Order of Police	15	Police Officers	City	No	CBA	40	1/1/2015	12/31/2017
Warrensburg	International Association of Fire Fighters	3923	Fire Fighters	City	No	CBA	20	11/1/2016	8/31/2018
Webster Groves	International Association of Fire Fighters	2665	Fire Fighters	City	No	MOU	46	8/19/2005	Unlimited
Jackson	AFSCME	1707	Corrections	County	No	MOU	31	1/1/2018	12/31/2020
Jackson	West Central Missouri, Fraternal Order of Police	50	Police Officers	County	No	MOU	48	1/1/2018	12/31/2020
Affton Fire Protection District	Teamsters	610	Fire Fighters	Special District	No	CBA	36	1/1/2016	12/31/2020
Affton Fire Protection District	Teamsters	610	Fire Fighters	Special District	No	MOU	2	4/17/2018	12/31/2018
Battlefield Fire Protection District	International Association of Fire Fighters	152	Fire Fighters	Special District	No	CBA	16	2/10/2017	2/10/2020
Callaway County Ambulance District	International Association of Fire Fighters	3739	Fire Fighters	Special District	No	MOU	47	1/1/2012	12/31/2012

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Cedar Hill Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	MOU	19	1/1/2018	12/31/2019
Community Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	16	6/30/2015	6/30/2018
Creve Coeur Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	40	1/1/2016	12/31/2018
Eureka Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	19	11/1/2015	12/31/2016
Fenton Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	38	9/27/2017	9/30/2020
Gravois Fire Protection District	International Association of Fire Fighters	3987	Fire Fighters	Special District	No	MOU	20	10/4/2017	10/4/2020
High Ridge Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	30	1/1/2017	12/31/2019
Kearney Fire & Rescue Protection District	International Association of Fire Fighters	42	Fire Fighters	Special District	No	MOU	29	1/1/2017	12/31/2019
Lake Ozark Fire Protection District	International Association of Fire Fighters	3987	Fire Fighters	Special District	No	CBA	42	5/29/2017	12/31/2019
Lemay Fire District	International Association of Fire Fighters	2677	Fire Fighters	Special District	No	MOU	36	1/1/2017	12/31/2018
Lincoln County Fire Protection District No. 1	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	22	12/9/2009	12/31/2010

Logan Rogersville Fire Protection District	International Association of Fire Fighters	152	Fire Fighters	Special District	No	CBA	56	5/31/2016	5/30/2019
Maryland Heights Fire Protection District	International Association of Fire Fighters	2662	Fire Fighters	Special District	No	CBA	27	1-Jan	12/31/2020
Meramec Ambulance District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	27	5/19/2016	5/16/2018
Metro West Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	42	1/1/2015	12/31/2019
Mid County Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	25	1/1/2018	12/31/2021
Monarch Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	35	1/1/2011	12/31/2013
Nixa Fire Protection District	International Association of Fire Fighters	152	Fire Fighters	Special District	No	CBA	30	6/30/2013	6/30/2016
North Crawford County Ambulance District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	42	7/18/2018	7/18/2020
North Jefferson County Ambulance District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	MOU	35	11/1/2016	10/31/2019
Northland Regional Ambulance District	International Association of Fire Fighters	42	Paramedics	Special District	No	MOU	25	1/1/2017	12/31/2022
Ozark Fire Protection District	International Association of Fire Fighters	152	Fire Fighters	Special District	No	CBA	69	6/28/2017	

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Pattonville-Bridgeton Terrace Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	48	1/1/2017	12/31/2018
Riverview Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	28	1/1/2018	12/31/2020
Robertson Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	MOU	26	1/1/2018	12/31/2018
Rock Community Fire Protection District	International Association of Fire Fighters	2665	fire Fighters	Special District	No	CBA	33	1/1/2018	12/31/2020
Sni Valley Fire Protection District	International Association of Fire Fighters	3133	Fire Fighters	Special District	No	CBA	34	10/1/2016	10/1/2018
South Metropolitan Fire Protection District	International Association of Fire Fighters	3112	Fire Fighters	Special District	No	MOU	36	1/1/2017	12/31/2019
St. Clair Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	10	1/1/2014	12/31/2014
St. Clair Fire Protection District	Assistant Chief		Fire Fighters	Special District	No	Agreement	7	1/1/2018	
St. Clair Fire Protection District	Fire Chief		Fire Fighters	Special District	No	Agreement	7	1/1/2017	
St. Francois County Ambulance District	International Association of Fire Fighters	3705	Paramedics	Special District	No	MOU	27	1/1/2018	12/31/2020
Union Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	21	1/1/2018	12/31/2018

Valle Ambulance District	International Association of Fire Fighters	2665	EMT (P)	Special District	No	CBA	21	11/1/2015	11/1/2018
Valley Park Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	21	1/1/2015	1/1/2019
Warrenton Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	33	11/1/2013	10/31/2016
Washington Area Ambulance District	International Association of Fire Fighters	2665	Paramedics	Special District	No	CBA	45	1/1/2016	12/31/2018
West County EMS & Fire District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	37	7/25/2015	1/1/2019
West County EMS & Fire District	Metro STL Professional Fire Officers Association		Administrative Staff	Special District	No	CBA	32	7/25/2015	1/1/2019
West Overland Fire Protection District	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	29	1/1/2018	12/31/2018
Wright City Fire Protection	International Association of Fire Fighters	2665	Fire Fighters	Special District	No	CBA	30	1/1/2016	12/31/2017
St. Charles	Laborer's International Union of North America	42	Bailiffs	County	No	MOU	9	6/23/2014	12/31/2014
St. Charles	Laborer's International Union of North America	42	Court Security Aides	County	No	MOU	9	6/23/2014	12/31/2014
St. Charles	Laborer's International Union of North America	42	Peace Officers	County	No	MOU	9	1/31/2014	12/31/2014
St. Charles	Laborer's International Union of North America	42	Sgt. Peace Officers	County	No	MOU	9	6/23/2014	12/31/2014
Gladstone Republic	International Association of Fire Fighters	3228	Fire Fighters	City	No				
Webb City	SEIU	1	Public Works	City		CBA			
St. Clair Fire Protection District	Office Manager		Office Manager	Special District		Agreement	7	1/1/2018	

NOTES

NOTES



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