



### Reject Mandatory Collective Bargaining

Congress is considering legislation that would force municipalities to enter into collective bargaining arrangements with their public safety employees, regardless of state and local laws. This legislation would place the federal government in charge of establishing the rules and procedures governing the terms and conditions of public safety employment at the municipal level. The National League of Cities and other state and public sector employer organizations oppose this legislation because it would place the federal government in charge of collective bargaining – an issue that historically has been reserved for state and local governments.

#### Message to Congress

- *The Public Safety Employer-Employee Cooperation Act of 2009 (H.R. 413) would federalize what has historically been a state and local responsibility.* With so many other pressing issues, there is no compelling reason for the federal government to intrude in this arena.
- *States and localities are in the best position to make decisions about whether the collective bargaining process will benefit their constituents.* Currently, 35 states and the District of Columbia allow some form of collective bargaining, and fifteen states have chosen not to mandate it. Clearly, these differences reflect the will of the citizens of those states and deserve the federal government's respect.
- *Federally mandated collective bargaining laws for public safety employees would interfere with existing state civil service laws.* Most states, cities, and towns already operate within a civil service system designed to provide individuals with competitive salaries and benefits tailored to their respective labor markets.
- *Federal public safety officers do not have the right to negotiate wages and conditions of employment.* Cities and towns should enjoy the same privilege as the federal government.

#### Request to Congress

- **Reject** any federal legislation that interferes with a local government's right to determine for itself whether the terms and conditions of employment for any of its employees shall be subject to collective bargaining.
- **Reject** any federal legislation that would provide a single class of employees – in this case public safety workers – with special rights and privileges.