
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 845 Session of
2021

INTRODUCED BY ROWE, SANKEY, BERNSTINE, GLEIM, JAMES, KAUFFMAN,
KEEFER, METCALFE, B. MILLER, RYAN AND ZIMMERMAN,
MARCH 9, 2021

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 9, 2021

AN ACT

1 Providing for transparency in public employment collective
2 bargaining.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the Public
7 Employment Collective Bargaining Act.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall
10 have the meanings given to them in this section unless the
11 context clearly indicates otherwise:

12 "Employee organization." An "employe organization" as
13 defined in section 301(3) of the act of July 23, 1970 (P.L.563,
14 No.195), known as the Public Employe Relations Act.

15 "Proposed collective bargaining agreement." The terms of
16 bargaining between a public employer and an employe
17 organization that:

- 1 (1) apply to wages, benefits and working conditions; and
2 (2) are:
3 (i) reduced to writing;
4 (ii) agreed upon by designated representatives of
5 the:
6 (A) public employer; and
7 (B) employee organization; and
8 (iii) submitted for acceptance as a contract to the:
9 (A) public employer; and
10 (B) employee organization.

11 "Public employee." An employee of a public employer.

12 "Public employer." As defined in section 301(1) of the
13 Public Employe Relations Act.

14 Section 3. Conflict with other statutes.

15 (a) Scope.--This section applies to the following
16 provisions:

17 (1) Section 1125-A(g), (h) and (k) of the act of March
18 10, 1949 (P.L.30, No.14), known as the Public School Code of
19 1949.

20 (2) Section 7(a) of the act of June 24, 1968 (P.L.237,
21 No.111), referred to as the Policemen and Firemen Collective
22 Bargaining Act.

23 (b) Resolution.--In case of a conflict between this act and
24 a provision identified in subsection (a), the provision
25 identified in subsection (a) governs.

26 Section 4. Public notice.

27 (a) Requirement.--A public employer must provide notice to
28 the public prior to accepting a proposed collective bargaining
29 agreement as a contract.

30 (b) Posting or publishing.--

1 (1) Except as specified in paragraph (2), the notice
2 under subsection (a) must be posted on the public employer's
3 publicly accessible Internet website:

4 (i) beginning at least 14 days prior to acceptance;

5 and

6 (ii) ending 30 days after acceptance.

7 (2) If a public employer does not have a publicly
8 accessible Internet website, the public employer must publish
9 the required notice once in a newspaper of general
10 circulation at least two weeks prior to accepting a proposed
11 collective bargaining agreement.

12 (3) The notice must include the following:

13 (i) A statement of the terms of the proposed
14 collective bargaining agreement.

15 (ii) An estimate of the costs to the public employer
16 associated with the proposed collective bargaining
17 agreement.

18 (c) Effect of noncompliance.--A collective bargaining
19 agreement entered into in violation of subsection (a) or (b)
20 shall be void.

21 Section 5. Right-to-Know Law.

22 The following are public records subject to the act of
23 February 14, 2008 (P.L.6, No.3), known as the Right-to-Know Law:

24 (1) A proposed collective bargaining agreement.

25 (2) Documents presented by a public employer or
26 received by a public employer from an employee organization
27 in the course of collective bargaining.

28 Section 6. Effective date.

29 This act shall take effect in 60 days.