



Right To Work: What It Means For Local Governments

Presented by
Ivan L. Schraeder
Lowenbaum Law, LLC
222 South Central Avenue, Suite 900
St. Louis, Missouri 63105
314.746.4823 *telephone*
314.746.4848 *facsimile*
ischraederoc@lowenbaumlaw.com
www.lowenbaumlaw.com




Senate Bill 19 Right to Work Law (290.590)

- Applies to ALL employers in Missouri INCLUDING governmental employers
- Prohibits mandatory payment of dues and fees and other payments as a part of a labor agreement
- Carries penalties against employers and creates cause of action by employees and prosecuting attorneys
- Effective date – August 28 with grandfather for pre-existing collective bargaining agreements




Senate Bill 19 Right to Work Law (290.590)

- May have impact on Sec. 105.510 RSMo which has been interpreted to allow for "fair share" agreements
- Appears to overrule *Schaeffer v. Bd. Of Educ. Of City of St. Louis*, 869 SW2d 163 (Mo. App. ED 1993) which approved of fair share as negotiated exception to mandated membership.
- Does not eliminate volunteer membership provisions – take **EXTREME CARE** when even considering these. No contract provision that is time limited as to application is legal.
- Does not change "check-off" contract provisions which relate to collection of "voluntary payments" by employees for union membership



Senate Bill 182
Prohibits Project Labor Agreements (34.209 et seq)

- Repeals Sec. 34.216 mandate for project labor agreements
- Eliminates the ability of unions to require all contractors to only use union contracted & sub-contracted employees on public projects
- Carries penalties and enforcement mechanisms
- Helpful but not defeating "prevailing rate" processes in bidding public contracts



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