



Fraternal Order of Police®

The Voice of Our Nation's Law Enforcement Officers®



Collective Bargaining for Public Safety Employees

Current status of: H.R. 980 | S. 2123

The right to bargain collectively over hours, wages, and working conditions is enjoyed by virtually all employees in the United States. Yet this basic right is still denied to law enforcement officers and other public safety employees across the country. The FOP strongly supports the passage of ***H.R. 980/S. 2123, the "Public Safety Officers' Employer-Employee Cooperation Act,"*** which would finally recognize this right by allowing these employees to bargain for improved working and living conditions and foster a better relationship with their employers.

The bill recognizes the rights of law enforcement officers, firefighters and other public safety officers to bargain collectively, without undermining existing State collective bargaining laws. Public safety occupations are unique, and their labor relations need to reflect this. The legislation we support would direct the Federal Labor Relations Authority (FLRA) to determine whether State law provides public safety officers with the right to form and join a union and bargain collectively with public safety employers over hours, wages, and conditions of employment. If a State is not in substantial compliance with these minimal requirements, the FLRA is empowered to govern the labor-management relationship.

The legislation does not require binding arbitration and specifically prohibits strikes, lockouts and other actions which would interrupt or delay the delivery of emergency services. Instead, the bill is designed to utilize the procedures and expertise of the Federal Labor Relations Authority to settle disputes and impasses.

Specifically, the legislation will:

- Guarantee the right of public safety employees to form and join a union;
- Guarantee the right to bargain collectively over hours, wages, and conditions of employment;
- Exclude management and supervisory employees (chiefs and assistant chiefs) but retain the right of lieutenants, captains, and battalion chiefs to join a bargaining unit
- Prohibit strikes and lockouts; and
- Exempt all States or political subdivisions with collective bargaining laws already in effect.

Public safety employers and employees have the same bottom line: they want to protect and serve the public, enhance officer safety, and provide the best emergency service for their community. This legislation will allow labor and management to work cooperatively to achieve these goals to the benefit of the people they serve.

The Fraternal Order of Police strongly supports H.R. 980/S. 2123, the "Public Safety Officers' Employer-Employee Cooperation Act"

Frequently Asked Questions (FAQs) About H.R. 980/S. 2123

Letters

- 05/09/08 [Letter](#) from National President Chuck Canterbury to Senate Leadership on H.R. 980, the "Public Safety Employer-Employee Cooperation Act"
- 12/12/07 [Letter](#) from National President Canterbury to Senators Kennedy and Gregg regarding the collective bargaining amendment
- 06/19/07 [Letter](#) from FOP and IAFF to Committee on Education and Labor regarding H.R.980, the "Public Safety Employer-Employee Cooperation Act"
- 02/13/07 [Letter](#) from National President Canterbury to Representatives Dale Kildee and John J. Duncan, Jr. regarding the introduction of H.R. 980, the "Public Employer-Employee Cooperation Act"

11/05/01 [Letter from then National President Steve Young](#)

News

05/09/08 [FOP President blasts bargaining opponents](#)

02/13/07 [FOP Top Priority introduced in House](#)

03/13/03 [FOP hails introduction of S. 606](#)

Testimony

07/25/00 [Testimony](#) of former National President Gilbert G. Gallegos given before the Senate Committee on Health, Education, Labor and Pensions regarding **S. 1016, the "Public Safety Employer-Employee Cooperation Act."**

05/09/00 [Testimony](#) of former National President Gilbert G. Gallegos given before the House Subcommittee on Employer-Employee Relations regarding **H.R. 1093, the "Public Safety Employer-Employee Cooperation Act."**

For more information or elaboration, please do not hesitate to contact the National FOP Legislative Office at (202) 547-8189 or via [e-mail](#).

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