

AN ACT

1 Amending the act of July 23, 1970 (P.L.563, No.195), entitled
2 "An act establishing rights in public employes to organize
3 and bargain collectively through selected representatives;
4 defining public employes to include employes of nonprofit
5 organizations and institutions; providing compulsory
6 mediation and fact-finding, for collective bargaining
7 impasses; providing arbitration for certain public employes
8 for collective bargaining impasses; defining the scope of
9 collective bargaining; establishing unfair employe and
10 employer practices; prohibiting strikes for certain public
11 employes; permitting strikes under limited conditions;
12 providing penalties for violations; and establishing
13 procedures for implementation," in representation, further
14 providing for election requests, consent to election, notice
15 and pre-election hearings and for appropriateness of unit; in
16 scope of bargaining, repealing provisions relating to first
17 level supervisors; in collective bargaining impasse, further
18 providing for commencement of mediation and for continuation
19 of mediation and fact-finding panels; and repealing
20 provisions relating to picketing.

21 The General Assembly of the Commonwealth of Pennsylvania
22 hereby enacts as follows:

23 Section 1. Section 603 of the act of July 23, 1970 (P.L.563,
24 No.195), known as the Public Employe Relations Act, is amended
25 by adding subsections to read:

26 Section 603. * * *

1 (e) Within two business days after receiving the notice of a
2 pre-election hearing under this section, along with the docket
3 letter from the board, the public employer shall:

4 (1) Post the notice of petition for election in conspicuous
5 places, including all places where notices for its employes are
6 customarily posted, so that all pages of the notice of petition
7 for election are simultaneously visible.

8 (2) Either of the following:

9 (i) If the public employer customarily communicates with all
10 of its employes through electronic means, distribute the notice
11 of petition for election through electronic means to all of the
12 employes of the proposed unit.

13 (ii) If the public employer customarily communicates with
14 only some of its employes through electronic means, distribute
15 the notice of petition for election through electronic means to
16 those employes of the proposed unit.

17 (f) The public employer shall maintain the posting of the
18 notice of petition for election under subsection (e) until the
19 petition is dismissed or withdrawn or the notice of petition for
20 election is replaced by the notice of election. Failure to
21 properly post or distribute the notice of petition for election
22 may be grounds for setting aside the election whenever proper
23 and timely objections are filed.

24 (g) Except in cases presenting unusually complex issues, the
25 board shall schedule a pre-election hearing under this section
26 on the eighth day following the date of service of the notice of
27 the pre-election hearing, excluding any intervening Federal or
28 State holiday. The following apply:

29 (1) If the eighth day falls on a Federal or State holiday or
30 weekend, the pre-election hearing shall commence the next

1 business day following the holiday or weekend.

2 (2) The pre-election hearing shall continue from day to day
3 until completed, unless the designated representative of the
4 board concludes that extraordinary circumstances warrant
5 otherwise.

6 (h) Following an affirmative decision made during the pre-
7 election hearing under this section to hold a representation
8 election, the representation election shall be held at the
9 earliest date practicable, but no later than forty-five days
10 from the conclusion of the pre-election hearing.

11 Section 2. Section 604(1) of the act is amended to read:

12 Section 604. The board shall determine the appropriateness
13 of a unit which shall be the public employer unit or a
14 subdivision thereof. In determining the appropriateness of the
15 unit, the board shall:

16 (1) Take into consideration but shall not be limited to the
17 following: (i) public employes must have an identifiable
18 community of interest, and (ii) the effects of substantial or
19 unreasonable over-fragmentization.

20 * * *

21 Section 3. Section 704 of the act is repealed:

22 [Section 704. Public employers shall not be required to
23 bargain with units of first level supervisors or their
24 representatives but shall be required to meet and discuss with
25 first level supervisors or their representatives, on matters
26 deemed to be bargainable for other public employes covered by
27 this act.]

28 Section 4. Sections 801 and 802 introductory paragraph of
29 the act are amended to read:

30 Section 801. If after a reasonable period of negotiation, a

1 dispute or impasse exists between the representatives of the
2 public employer and the public employes, the parties may
3 voluntarily submit to mediation but if no agreement is reached
4 between the parties within twenty-one days after negotiations
5 have commenced, but in no event later than [one hundred fifty]
6 ninety days prior to the "budget submission date," and mediation
7 has not been utilized by the parties, both parties shall
8 immediately, in writing, call in the service of the Pennsylvania
9 Bureau of Mediation. This section shall not apply to initial or
10 first contracts, except that either party may voluntarily submit
11 to mediation and call in the service of the Bureau of Mediation
12 at any time at least sixty days after negotiations have
13 commenced.

14 Section 802. Once mediation has commenced, it shall continue
15 for so long as the parties have not reached an agreement. If,
16 however, an agreement has not been reached within [twenty]
17 thirty days after mediation has commenced [or in no event later
18 than one hundred thirty days prior to the "budget submission
19 date,"], the Bureau of Mediation shall notify the board of this
20 fact. Upon receiving such notice the board may in its discretion
21 appoint a fact-finding panel which panel may consist of either
22 one or three members. If a panel is so designated or selected it
23 shall hold hearings and take oral or written testimony and shall
24 have subpoena power. If during this time the parties have not
25 reached an agreement, the panel shall make findings of fact and
26 recommendations:

27 * * *

28 Section 5. Article XI of the act is repealed:

29 [ARTICLE XI
30 Picketing

1 Section 1101. Public employes, other than those engaged in a
2 nonprohibited strike, who refuse to cross a picket line shall be
3 deemed to be engaged in a prohibited strike and shall be subject
4 to the terms and conditions of Article X pertaining to
5 prohibited strikes.]

6 Section 6. This act shall take effect in 60 days.