

FIRST REGULAR SESSION

HOUSE BILL NO. 238

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE WIEMANN.

0948H.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To repeal sections 105.500 and 105.520, RSMo, and to enact in lieu thereof eighteen new sections relating to public labor organizations, with penalty provisions.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 105.500 and 105.520, RSMo, are repealed and eighteen new sections enacted in lieu thereof, to be known as sections 105.500, 105.515, 105.520, 105.533, 105.535, 105.537, 105.540, 105.545, 105.550, 105.555, 105.560, 105.570, 105.575, 105.580, 105.583, 105.585, 105.590, and 105.595, to read as follows:

105.500. **For purposes of sections 105.500 to 105.595**, unless the context otherwise requires, the following words and phrases mean:

- (1) [~~"Appropriate unit" means~~] **"Bargaining unit"**, a unit of employees at any plant or installation or in a craft or in a function of a public body which establishes a clear and identifiable community of interest among the employees concerned;
- (2) **"Board"**, **the state board of mediation established under section 295.030;**
- (3) **"Department"**, **the department of labor and industrial relations established under section 286.010;**
- (4) "Exclusive bargaining representative" [~~means~~] , an organization which has been designated or selected by a majority of **the** employees in [~~an appropriate~~] **a bargaining unit** as the representative of such employees in such unit for purposes of collective bargaining;
- (5) **"Labor organization"**, **any organization, agency, or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with a public body or public bodies concerning collective**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

15 **bargaining, grievances, labor disputes, wages, rates of pay, hour of employment, or**
16 **conditions of work;**

17 [~~3~~] (6) "Public body" [~~means~~] , the state of Missouri, or any officer, agency, department,
18 bureau, division, board or commission of the state, or any other political subdivision of or within
19 the state.

105.515. The provisions of sections 105.520 to 105.595 shall apply to all public
2 **employees, labor organizations, and labor agreements between a labor organization and**
3 **a public body, whether collective bargaining rights are granted to such entities in section**
4 **105.510 or by judicial decision.**

105.520. Whenever such proposals are presented by the exclusive bargaining
2 representative to a public body, the public body or its designated representative or representatives
3 shall meet, confer and discuss such proposals relative to salaries and other conditions of
4 employment of the employees of the public body with the labor organization which is the
5 exclusive bargaining representative of its employees in a **bargaining** unit appropriate. Upon the
6 completion of discussions, the results shall be reduced to writing and be presented to the
7 appropriate administrative, legislative or other governing body in the form of an ordinance,
8 resolution, bill or other form required for adoption, modification or rejection.

105.533. 1. Every labor organization shall adopt a constitution and bylaws and
2 **shall file a copy thereof with the department, together with a report, signed by its president**
3 **and secretary or corresponding principal officers, containing the following information:**

4 (1) The name of the labor organization, its mailing address, and any other address
5 at which it maintains its principal office or at which it keeps the records referred to in
6 sections 105.533 to 105.560;

7 (2) The name and title of each of its officers;

8 (3) The initiation fee or fees required from a new or transferred member and fees
9 for work permits required by the reporting labor organization;

10 (4) The regular dues or fees or other periodic payments required to remain a
11 member of the labor organization; and

12 (5) Detailed statements, or references to specific provisions of documents filed
13 under this subsection which contain such statements, showing the provisions made and
14 procedures followed with respect to each of the following:

15 (a) Qualifications for or restrictions on membership;

16 (b) Levying of assessments;

17 (c) Participation in insurance or other benefit plans;

18 (d) Authorization for disbursement of funds of the labor organization;

19 (e) Audit of financial transactions of the labor organization;

- 20 (f) The calling of regular and special meetings;
- 21 (g) The selection of officers and stewards and of any representatives to other bodies
- 22 composed of labor organizations' representatives, with a specific statement of the manner
- 23 in which each officer was elected, appointed, or otherwise selected;
- 24 (h) Discipline or removal of officers or agents for breaches of their trust;
- 25 (i) Imposition of fines, suspensions, and expulsions of members, including the
- 26 grounds for such action and any provision made for notice, hearing, judgment on the
- 27 evidence, and appeal procedures;
- 28 (j) Authorization for bargaining demands;
- 29 (k) Ratification of contract terms; and
- 30 (l) Issuance of work permits.

31

32 Any change in the information required by this subsection shall be reported to the

33 department at the time the reporting labor organization files with the department the

34 annual financial report required by subsection 2 of this section.

35 2. Every labor organization shall file annually with the department a financial

36 report signed by its president and treasurer or corresponding principal officers containing

37 the following information in such detail as may be necessary to accurately disclose its

38 financial condition and operations for its preceding fiscal year:

39 (1) Assets and liabilities at the beginning and end of the fiscal year;

40 (2) Receipts of any kind and the sources thereof;

41 (3) Salary, allowances, and other direct or indirect disbursements, including

42 reimbursed expenses, to each officer and employee who, during such fiscal year, received

43 more than ten thousand dollars in the aggregate from such labor organization and any

44 other labor organization affiliated with it or with which it is affiliated, or which is affiliated

45 with the same national or international labor organization;

46 (4) Direct and indirect loans made to any officer, employee, or member, which

47 aggregated more than two hundred fifty dollars during the fiscal year, together with a

48 statement of the purpose, security, if any, and arrangements for repayment;

49 (5) Direct and indirect loans to any business enterprise, together with a statement

50 of the purpose, security, if any, and arrangements for repayment; and

51 (6) Other disbursements made by it including the purposes thereof, all in such

52 categories as the department may prescribe.

53 3. Every labor organization shall submit the report required by subsection 2 of this

54 section in an electronic, readily and easily accessible format and shall make available the

55 information required to be contained in such report to all of its members. Every such

56 labor organization and its officers shall be under a duty enforceable at the suit of any
57 member of such organization in the county where the violation occurred to permit such
58 member for just cause to examine any books, records, and accounts necessary to verify
59 such report. The court in such action may, in its discretion, in addition to any judgment
60 awarded to the plaintiff or plaintiffs, allow a reasonable attorney's fee to be paid by the
61 defendant, and costs of the action.

105.535. 1. Every officer of a labor organization and every employee of a labor
2 organization, other than an employee performing exclusively clerical or custodial services,
3 shall file with the department a signed report listing and describing for his or her
4 preceding fiscal year:

5 (1) Any stock, bond, security, or other interest, legal or equitable, which such
6 person or his or her spouse or minor child directly or indirectly held in, and any income
7 or any other benefit with monetary value, including reimbursed expenses, which such
8 person or his or her spouse or minor child derived directly or indirectly from, any public
9 body whose employees such labor organization represents or is actively seeking to
10 represent, except payments and other benefits received as a bona fide employee of such
11 public body;

12 (2) Any transaction in which such person or his or her spouse or minor child
13 engaged, directly or indirectly, involving any stock, bond, security, or loan to or from, or
14 other legal or equitable interest in the business of a public body whose employees such
15 labor organization represents or is actively seeking to represent;

16 (3) Any stock, bond, security, or other interest, legal or equitable, which such
17 person or his or her spouse or minor child directly or indirectly held in, and any income
18 or any other benefit with monetary value, including reimbursed expenses, which such
19 person or his or her spouse or minor child derived directly or indirectly from, any business
20 a substantial part of which consists of buying from, selling or leasing to, or otherwise
21 dealing with, the business of a public body whose employees such labor organization
22 represents or is actively seeking to represent;

23 (4) Any stock, bond, security, or other interest, legal or equitable, which such
24 person or his or her spouse or minor child directly or indirectly held in, and any income
25 or any other benefit with monetary value, including reimbursed expenses, which such
26 person or his or her spouse or minor child derived directly or indirectly from, a business
27 any part of which consists of buying from, or selling or leasing directly or indirectly to, or
28 otherwise dealing with such labor organization;

29 (5) Any direct or indirect business transaction or arrangement between such person
30 or his or her spouse or minor child and any public body whose employees his organization

31 represents or is actively seeking to represent, except work performed and payments and
32 benefits received as a bona fide employee of such public body and except purchases and
33 sales of goods or services in the regular course of business at prices generally available to
34 any employee of such public body; and

35 (6) Any payment of money or other thing of value, including reimbursed expenses,
36 which such person or his or her spouse or minor child received directly or indirectly from
37 any public body or any person who acts as a labor relations consultant to a public body.

38 2. The provisions of subdivisions (1), (2), (3), (4), and (5) of subsection 1 of this
39 section shall not be construed to require any such officer or employee to report his bona
40 fide investments in securities traded on a securities exchange registered as a national
41 securities exchange under the Securities Exchange Act of 1934, in shares in an investment
42 company registered under the Investment Company Act or in securities of a public utility
43 holding company registered under the Public Utility Holding Company Act of 1935, or to
44 report any income derived therefrom.

45 3. Nothing contained in this section shall be construed to require any officer or
46 employee of a labor organization to file a report under subdivision (1) of subsection 1 of
47 this section unless such person or his or her spouse or minor child holds or has held an
48 interest, has received income or any other benefit with monetary value or a loan, or has
49 engaged in a transaction described therein.

105.537. Nothing contained in the provisions of sections 105.533 to 105.560 shall be
2 construed to require an attorney who is a member in good standing of the bar of any state,
3 to include in any report required to be filed under the provisions of sections 105.533 to
4 105.560 any information which was lawfully communicated to such attorney by any of his
5 clients in the course of a legitimate attorney-client relationship.

105.540. 1. The contents of the reports and documents filed with the department
2 under the provisions of sections 105.533 and 105.535 shall be considered a "public record"
3 as that term is defined in section 610.010 and shall not be closed pursuant to section
4 610.021. The department may publish any information and data obtained under such
5 sections. The department may use the information and data for statistical and research
6 purposes, and compile and publish such studies, analyses, reports, and surveys based
7 thereon as it may deem appropriate.

8 2. The department shall by regulation make reasonable provision for the inspection
9 and examination, on the request of any person, of the information and data contained in
10 any report or other document filed with him pursuant to section 105.533 or 105.535.

11 **3. (1) The department shall by regulation provide for the furnishing of reports or**
12 **other documents filed with the department under the provisions of sections 105.533 to**
13 **105.560, upon payment of a charge based upon the cost of the service.**

14 **(2) The department shall make available without payment of a charge, or require**
15 **any person to furnish, to such state agency as is designated by law or by the governor of**
16 **the state in which such person has his principal place of business or headquarters, upon**
17 **request of the governor of such state, copies of any reports and documents filed by such**
18 **person with the department under the provisions of sections 105.533 or 105.535, or of**
19 **information and data contained therein.**

20 **(3) All moneys received in payment of such charges fixed by the department**
21 **pursuant to this subsection shall be deposited in the general revenue fund of the state.**

105.545. Every person required to file any report under the provisions of sections
2 **105.533 to 105.560 shall maintain records on the matters required to be reported which will**
3 **provide in sufficient detail the necessary basic information and data from which the**
4 **documents filed with the department may be verified, explained or clarified, and checked**
5 **for accuracy and completeness, and shall include vouchers, worksheets, receipts, and**
6 **applicable resolutions. Such records shall be kept available for examination for a period**
7 **of not less than five years after the filing of the documents based on the information which**
8 **they contain.**

105.550. 1. Each labor organization shall file the initial report required under
2 **subsection 1 of section 105.533 within ninety days after the date on which it first becomes**
3 **subject to the provisions of sections 105.533 to 105.560.**

4 **2. Each person required to file a report under the provisions of sections 105.533 to**
5 **105.560 shall file such report within ninety days after the end of each of its fiscal years,**
6 **except that where such person is subject for only a portion of such a fiscal year, whether**
7 **because the date of enactment of the provisions of sections 105.533 to 105.560 occurs**
8 **during such person's fiscal year or such person becomes subject to the provisions of**
9 **sections 105.533 to 105.560 during its fiscal year, such person may consider that portion**
10 **as the entire fiscal year in making such report.**

105.555. 1. Any person who knowingly violates any provision of sections 105.533
2 **to 105.560 shall be fined not more than ten thousand dollars or imprisoned for not more**
3 **than one year, or both.**

4 **2. Any person who makes a false statement or representation of a material fact,**
5 **knowing it to be false, or who knowingly fails to disclose a material fact, in any document,**
6 **report, or other information required under the provisions of sections 105.533 to 105.560**

7 shall be fined not more than ten thousand dollars or imprisoned for not more than one
8 year, or both.

9 3. Any person who knowingly makes a false entry in or knowingly conceals,
10 withholds, or destroys any books, records, reports, or statements required to be kept by
11 any provision of sections 105.533 to 105.560 shall be fined not more than ten thousand
12 dollars or imprisoned for not more than one year, or both.

13 4. Each person required to sign reports under section 105.533 shall be personally
14 responsible for the filing of such reports and for any statement contained therein which he
15 or she knows to be false.

 105.560. Whenever it shall appear that any labor organization or person has
2 violated or is about to violate any of the provisions of sections 105.533 to 105.560, the
3 department, a public body, or any person may bring a civil action for such relief, including
4 injunctive relief, as may be appropriate. Any such action may be brought in the county
5 where the violation occurred and damages and attorney's fees shall be awarded for the
6 enforcement of this section.

 105.570. 1. Supervisory employees shall not be included within the same bargaining
2 unit as employees they supervise.

3 2. The same labor organization shall not represent both non-supervisory and
4 supervisory employees.

5 3. For the purposes of this section, the term "supervisory employee" means anyone
6 with supervisory status, managerial status, confidential status or any other status that
7 would be a conflict of interest with the purpose of sections 105.570 to 105.595.

 105.575. 1. Any labor organization wishing to represent employees shall present
2 to the board cards containing the signatures of at least thirty percent of the employees in
3 the bargaining unit, indicating that they wish to select the labor organization in question
4 as their exclusive bargaining representative for the purpose of collective bargaining.
5 Voluntary recognition by any public body shall be prohibited. Recognition may only be
6 obtained by a labor organization through an election before the board.

7 2. Upon receiving such cards, the board shall validate the signatures on the cards,
8 and confirm that at least thirty percent of the employees in the bargaining unit have signed
9 the cards. If the board determines that at least thirty percent of the employees in the
10 bargaining unit have signed valid cards, the board shall consult with the public body and
11 the representative of the labor organization that has presented the cards, and together they
12 shall select a mutually agreeable date for a secret ballot election to take place. The election
13 shall be held at the public body's place of business, and shall be set for a date falling no less
14 than four and no more than six weeks after the day upon which the board determines the

15 bargaining unit for election, unless the board, the public body, and the representative of
16 the labor organization all agree upon an earlier date.

17 3. Once an election date has been set, the public body shall issue a notice informing
18 all eligible voters of the date, time, and place of the election. Such notice shall be
19 distributed to all employees and shall be posted within the public body's place of business.

20 4. From the time the election notice is first posted until the date of the election, all
21 employees shall have the right to freely express their opinions about whether or not the
22 labor organization should be selected as the exclusive bargaining representative of the
23 employees in the bargaining unit. However, no employee and no representative of the
24 labor organization shall attempt to threaten, intimidate, coerce, or otherwise restrain any
25 eligible voter in the free exercise of his or her individual choice to support or oppose the
26 selection of the labor organization in question as the exclusive bargaining representative
27 of the employees in the bargaining unit.

28 5. Elections shall be conducted by secret ballot, using such procedures as the board
29 shall determine are appropriate for ensuring the privacy and security of each employee's
30 vote. Once the poll is closed, the board shall oversee the counting of the ballots. One
31 representative of the public body's management team and one representative of the labor
32 organization shall have the right to be present during the counting of the ballots.

33 6. The ballots shall read "Do you wish to select (labor organization) as the exclusive
34 bargaining representative for (description of bargaining unit) employed within (description
35 of public body)?" The ballot shall include check boxes for marking "yes" or "no" in
36 response to this question.

37 7. In the event that more than one labor organization seeks to represent employees
38 in the unit, and in the event both labor organizations have obtained signatures from at least
39 thirty percent of the employees in the unit stating that they wish to designate the labor
40 organization as their exclusive bargaining representative, then the ballot shall read "Do
41 you wish to select (labor organization A), (labor organization B), or no labor organization
42 as the exclusive bargaining representative for (description of bargaining unit) employed
43 within the (description of public body)?" The ballot shall then include check boxes for
44 marking "I wish to select (labor organization A) as my exclusive bargaining
45 representative," "I wish to select (labor organization B) as my exclusive bargaining
46 representative," and "I do not wish to select any labor organization as my exclusive
47 bargaining representative."

48 8. Any labor organization receiving more than fifty percent of the votes of all
49 eligible voters shall be designated and recognized by the public body as the exclusive
50 bargaining representative for all employees in the bargaining unit.

51 **9. Employees within the bargaining unit shall have the right to seek to decertify the**
52 **labor organization as their exclusive bargaining representative at any time. If any**
53 **employee within the bargaining unit presents to the board cards bearing the signatures of**
54 **at least thirty percent of the employees within the bargaining unit stating that those**
55 **employees no longer wish to be represented by the labor organization in question, the**
56 **board shall first validate the signatures on the cards.**

57 **10. If the board confirms that at least thirty percent of the employees in the**
58 **bargaining unit have signed decertification cards, the board shall consult with the public**
59 **body and the designated representative of the labor organization to select a date for a**
60 **decertification election. Such election shall take place at least four weeks, but no later than**
61 **six weeks, after the board receives the decertification cards. Notice of such election shall**
62 **be distributed to all employees within the bargaining unit and posted within the public**
63 **body's place of business.**

64 **11. If more than fifty percent of the employees in the bargaining unit cast votes to**
65 **terminate the labor organization's representation of the employees in the bargaining unit,**
66 **the labor organization shall immediately cease to represent the employees in the bargaining**
67 **unit.**

68 **12. Labor organizations shall be recertified on an annual basis. To meet the annual**
69 **recertification requirement, continuation of the labor organization's status as the exclusive**
70 **representative shall be favored in a secret ballot election conducted by the board by more**
71 **than fifty percent of the employees in the bargaining unit. Employees shall vote by**
72 **telephone or on-line from the last Tuesday in March to the first Tuesday in April.**

73 **13. In the event of the decertification of the exclusive bargaining representative of**
74 **the employees in any bargaining unit or failure to recertify a labor organization, all terms**
75 **and conditions of employment existing at the time of decertification or failure to recertify**
76 **shall remain in place until such time as those terms or conditions of employment are**
77 **altered by the public body.**

78 **14. No more than one election shall take place in any bargaining unit within the**
79 **same twelve-month period. Once an election takes place, the board shall not accept cards**
80 **from labor organizations or employees within the bargaining unit seeking another election**
81 **for one full calendar year after the date of the election.**

82 **15. The board shall assess and collect a fee from each labor organization**
83 **participating in an election conducted under this section for the purpose of paying for such**
84 **election as follows:**

85 **(1) For a bargaining unit of one to one hundred members, a fee of two hundred**
86 **dollars;**

87 (2) For a bargaining unit of one hundred one to two hundred fifty members, a fee
88 of three hundred fifty dollars;

89 (3) For a bargaining unit of two hundred fifty-one to five hundred members, a fee
90 of five hundred dollars;

91 (4) For a bargaining unit of five hundred one to one thousand members, a fee of
92 seven hundred fifty dollars;

93 (5) For a bargaining unit of one thousand one to three thousand members, a fee of
94 one thousand five hundred dollars;

95 (6) For a bargaining unit of more than three thousand members, a fee of two
96 thousand dollars.

105.580. 1. Within four weeks after a labor organization is certified as the exclusive
2 bargaining representative for the employees in a bargaining unit as set out in section
3 **105.575**, representatives of the public body, designated by the public body, and
4 representatives of the labor organization, selected by the labor organization, shall meet and
5 begin bargaining for an agreement covering the wages, benefits, and other terms and
6 conditions of employment for the employees within the bargaining unit.

7 **2.** No labor organization may refuse to meet with designated representatives of any
8 public body or engage in conduct intended to cause the removal or replacement of any
9 designated representative by the public body.

10 **3.** The labor organization and the public body shall engage in bargaining with each
11 other's designated representatives, but neither side shall be required to offer any particular
12 concession or withdraw any particular proposal.

13 **4.** The public body shall not pay any labor organization representative or employee
14 for time spent participating in collective bargaining or preparing for collective bargaining
15 on behalf of a labor organization, except to the extent the person in question is an employee
16 of the public body and elects to use accrued paid time off to cover the time so spent.

17 **5.** Before any proposed agreement or memorandum of understanding is presented
18 to a public body, the labor organization, as a condition of its presentation, shall establish
19 that it has been ratified by a majority of its members. The public body may approve the
20 entire agreement or any part thereof. If the public body rejects any portion of the
21 agreement, the public body may return any rejected portion of the agreement to the parties
22 for further bargaining, or the public body may adopt a replacement provision of its own
23 design, or the public body may state that no provision covering the topic in question shall
24 be adopted. Any tentative agreement reached between the parties' representatives shall
25 not be binding on the public body or labor organization.

26 **6. A public body and a labor organization shall not be subject to binding mediation,**
27 **binding interest arbitration, or interest arbitration in the event the parties are unable to**
28 **reach an agreement.**

29 **7. After the first agreement between the public body and the labor organization is**
30 **adopted, bargaining for renewal agreements shall take place annually. Such bargaining**
31 **shall be completed by July thirty-first of each calendar year. The parties may elect to**
32 **bargain non-economic terms for longer periods but all economic provisions of the**
33 **agreement shall be adopted on an annual basis only.**

105.583. 1. A meeting concerning a labor agreement between a public body or its
2 **agent and an exclusive bargaining representative or its agent shall be considered a "public**
3 **meeting" as that term is defined in section 610.010 and shall not be closed pursuant to**
4 **section 610.021. The provisions of this subsection apply whether or not such meeting is**
5 **conducted under sections 105.500 to 105.530.**

6 **2. Any document presented by a public body during a meeting concerning a labor**
7 **agreement, or that the public body receives from an exclusive bargaining representative,**
8 **shall be considered a "public record" as that term is defined in section 610.010 and shall**
9 **not be closed pursuant to section 610.021.**

10 **3. This section shall not apply to any part of a meeting during which a public body**
11 **or its agent is planning or adopting the strategy or position to be taken during the course**
12 **of a collective bargaining session.**

105.585. Labor agreements negotiated between a public body and labor
2 **organization may cover wages, benefits, and all other terms and conditions of employment**
3 **for employees within the bargaining unit, and shall be subject to the following limitations:**

4 **(1) Every labor agreement shall include a provision reserving to the public body**
5 **the right to hire, promote, assign, direct, transfer, schedule, discipline, and discharge**
6 **employees. Every labor agreement shall also include a provision reserving to management**
7 **the right to make, amend, and rescind reasonable work rules and standard operating**
8 **procedures;**

9 **(2) Every labor agreement shall expressly prohibit all strikes and picketing of any**
10 **kind. A strike shall include any refusal to perform services, walkout, sick out, sit-in, or any**
11 **other form of interference with the operations of any public body. Every labor agreement**
12 **shall include a provision acknowledging that any employee who engages in any strike or**
13 **concerted refusal to work, or who pickets over any personnel matter, shall be subject to**
14 **immediate termination of employment;**

15 **(3) Every labor agreement shall include a provision extending the duty of fair**
16 **representation by the labor organization to employees in any bargaining unit;**

17 (4) Every labor agreement shall expressly prohibit labor organization
18 representatives and employees from accepting paid time by a public body for the purposes
19 of conducting labor organization-related business, including, but not limited to, grievance
20 handling, negotiations, meetings, meet and confer sessions, time off to attend labor
21 organization meetings or any other labor organization-related activity;

22 (5) Every labor agreement shall inform employees their right to refrain from
23 engaging in and supporting labor organization activity as well as their right to oppose
24 labor organization activity;

25 (6) Every labor agreement shall include a provision stating that in the event of a
26 budget shortfall, the public body shall have the right to require the modification of the
27 economic terms of any labor agreement. Every labor agreement shall also state that if the
28 public body deems it necessary to modify the economic terms of any labor agreement, the
29 public body shall so notify the relevant labor organization, and shall provide a period of
30 thirty days during which the public body and the labor organization shall bargain over any
31 necessary adjustments to the economic terms of the agreement, and if, at the end of the
32 thirty-day period, the parties have been unable to agree upon modifications that meet the
33 public body's requirements, the public body shall have the right to make necessary
34 adjustments on its own authority.

105.590. The secretary or corresponding principal officer of each labor
2 organization shall forward a complete copy of each agreement made by such labor
3 organization with any public body to any employee who requests such a copy and whose
4 rights as such employee are directly affected by such agreement.

105.595. Whenever it shall appear that any labor organization or representative of
2 any labor organization has violated or is about to violate any of the provisions of sections
3 105.570 to 105.595, the department, a public body, or any citizen of the state of Missouri
4 may bring a civil action for such relief, including injunctive relief, as may be appropriate.
5 Any such action may be brought in the county where the violation occurred and damages
6 and attorneys' fees shall be awarded for the enforcement of the provisions of sections
7 105.750 to 105.595.

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