

1 State of Arkansas  
2 93rd General Assembly  
3 Regular Session, 2021  
4

# A Bill

SENATE BILL 341

5 By: Senator B. Ballinger  
6 By: Representative Dotson  
7

## For An Act To Be Entitled

9 AN ACT TO AMEND THE LAW CONCERNING PUBLIC EMPLOYEES;  
10 TO PROHIBIT COLLECTIVE BARGAINING; AND FOR OTHER  
11 PURPOSES.  
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## Subtitle

14 TO AMEND THE LAW CONCERNING PUBLIC  
15 EMPLOYEES; AND TO PROHIBIT COLLECTIVE  
16 BARGAINING.  
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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. Arkansas Code § 11-4-205 is amended to read as follows:  
23 11-4-205. Right of collective bargaining not affected.

24 (a) Nothing Except as provided in subsection (b) of this section,  
25 nothing in this subchapter, including the provisions of § 11-4-218(b), shall  
26 be deemed to interfere with, impede, or in any way diminish the right of  
27 employers and employees to bargain collectively through representatives of  
28 their own choosing in order to establish wages or other conditions of work.

29 (b) Collective bargaining by public employees is prohibited under §  
30 21-1-801 et seq.  
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32 SECTION 2. Arkansas Code Title 21, Chapter 1, is amended to add an  
33 additional subchapter to read as follows:

### Subchapter 8 - Collective Bargaining

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36 21-1-801. Definitions.



1 As used in this subchapter:

2 (1)(A) "Public employee" means a person who performs a full-time  
3 or part-time service for wages, salary, or other remuneration for a public  
4 employer.

5 (B) "Public employee" includes without limitation a state  
6 employee under § 21-1-610;

7 (2) "Public employer" means:

8 (A) An agency, department, board, commission, division,  
9 office, bureau, council, authority, or other instrumentality of the state,  
10 including the offices of the various Arkansas elected constitutional officers  
11 and the General Assembly and its agencies, bureaus, and divisions;

12 (B) A state-supported college, university, technical  
13 college, community college, or other institution of higher education or a  
14 department, division, or agency of a state institution of higher education;

15 (C) The Supreme Court, the Court of Appeals, the  
16 Administrative Office of the Courts, the circuit courts, and prosecuting  
17 attorneys' offices;

18 (D) An office, department, commission, council, agency,  
19 board, bureau, committee, corporation, or other instrumentality of a county  
20 government or a municipality or a district court, a county subordinate  
21 service district, a municipally owned utility, or a regional or joint  
22 governing body of one (1) or more counties or municipalities; and

23 (E) A public school district, school, or an office or  
24 department of a public school district in Arkansas; and

25 (3) "Strike" means a refusal to work organized by two (2) or  
26 more public employees as a form of protest in an attempt to gain a concession  
27 or concessions from a public employer.

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29 21-1-802. Collective bargaining prohibited.

30 (a) A public employer shall not recognize a labor union or other  
31 public employee association as a bargaining agent of public employees.

32 (b) A public employer shall not collectively bargain or enter into any  
33 collective bargaining contract with a labor union or other public employee  
34 association or its agents with respect to any matter relating to public  
35 employees, public employees' employment with a public employer, or public  
36 employees' tenure with a public employer.

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21-1-803. Prohibited activities.

(a) A public employee willfully refuses to perform the duties of his or her employment with a public employer when, acting in concert with one (1) or more public employees, he or she:

(1) Strikes or walks away from the duties of his or her employment with the public employer;

(2) Obstructs the activity or operation of the public employer;  
or

(3) Impedes the operations of a public employer.

(b) A public employee who violates subsection (a) of this section shall be terminated by the public employer.

(c) A public employee terminated under subsection (b) of this section is ineligible for employment with a public employer in any position or capacity for twelve (12) months after being terminated for willfully refusing to perform the duties of his or her employment with a public employer.

(d) A public employer shall include in the public employer's personnel manual a statement that willfully refusing to perform the duties of his or her employment with a public employer constitutes grounds for dismissal.

21-1-804. Public employee associations.

Public employees may form associations for the purpose of promoting the public employees' interests before a public employer.