

COLLECTIVE BARGAINING - TENNESSEE CODE ANNOTATED

TITLE 49 – EDUCATION CHAPTER 5 – PERSONNEL PART 6 – COLLECTIVE BARGAINING



601. **Statement of purpose.** (of PART 6)

602. **Part definitions.** As used in (PART 6)

603. **Rights of professional employees.**
This is basically the definition of a right-to-work state.

604. **Rights preserved.**
You still live in a right-to-work state, BUT the majority can select a representative organization for the purpose of bargaining.

605. **Union recognition.**
Covers the method of obtaining recognition. Go to section (c). This is the length of recognition and the method by which it may be ended.

606. **Status of recognized unions.**
Majority selection gives exclusive right of representation for the purpose of negotiations.

607. **Union decertification.**
Decertification simply removes the organization from the negotiation process. (a), (b) and (c) discuss the decertification process. Section (d) gives the continuing status of the existing memorandum of agreement.

608. **Management personnel.**
The Board of education designates individuals to represent them.

609. **Unlawful acts.**
Section (a) deals with the board of education. Please note sections (1), (2) and (5). Section (4) allows (not requires) exclusive access to designated representative organization. Section (b) deals with recognized representative organization. Please note sections (1), (3) and (6).

610. **Strikes – Remedies.**
These are illegal in the state of Tennessee.

611. **Scope of negotiations.**
The list the items that can be negotiated, in **OPEN PUBLIC MEETINGS ONLY** (TCA 8-44-201).

612. **Agreements.**
These are to include all items negotiated and may not violate Federal/state/municipal law, a professional employee's rights or the school board's rights. It must be ratified within 14 days, and any items requiring funding are not considered binding until accepted by the funding authority.

613. **Mediation and arbitration.**
This explains how mediation/arbitration is performed, if agreement is not reached.