

Sec. 2-220. Unfair employee relations practices.

A. The public employer is prohibited from:

- (1) Interference with employee rights under this ordinance.
- (2) Domination of employee organizations.
- (3) Discrimination against employees for membership in employee organizations or for engaging in concerted activities.
- (4) Retaliation against employees for invoking their rights under this ordinance.
- (5) Refusing to meet and confer with an authorized representative of the employees; provided, it shall not be a violation of this subsection for the public employer to refuse to meet and confer about economic items after the date set by law for tentative adoption of the annual budget.
- (6) Discussing with members of the City Council negotiation issues in dispute from the time the dispute is submitted to the fact-finding process and extending to the time that the fact-finder's report is made public.

B. Employee organizations are prohibited from:

- (1) Restraining or coercing employees in the exercise of their rights under this ordinance.
- (2) Causing an employer to unlawfully discriminate against an employee.
- (3) Refusing to meet and confer with the employer.
- (4) Threatening, coercing, or restraining any person for the objects of forcing the employer to recognize a union, forcing any person to stop doing business with the employer, forcing the employer to meet and confer with an employee organization not authorized as a meet and confer agent, or forcing the employer to assign work to a particular employee organization, trade or craft.
- (5) Causing the employer to pay for services not to be performed.
- (6) Nothing herein shall prohibit any employee organization from determining and maintaining its own rules for obtaining or retaining membership rights in said organization so long as said rules do not bear upon any rights to employment with the public employer.
- (7) Engaging in recognitional or organizational picketing where another employee organization is duly authorized as meet and confer agent pursuant to a valid election having been conducted within the preceding twelve months or conducting picketing without an election petition being filed within a reasonable period of time.
- (8) Discussing negotiation matters with members of the City Council from the time the organization makes its presentation to the Council as provided in section 2-218(C) and extending to the presentation of issues to the City Council as provided in section 2-219.

C. The expressing of any views, arguments, or opinions, or the dissemination thereof, whether in written, printed, graphic or visual form, shall not constitute or be evidence of an unfair labor practices under provisions of this ordinance, if such expression contains no threat of reprisal or force or promise of benefit.

D. Written claims of violation of this section shall be adjudicated by the PERB.

(Ord. No. G-1532, § 12; Ord. No. G-1754, § 10; Ord. No. G-1885, § 3; Ord. No. G-3303, § 13)