

HB 5830

REPRESENTATIVE AMMONS

Throughout Illinois, powerful union contracts shield police officers from investigations of alleged misconduct and abuse. Local police unions, like Chicago's influential Fraternal Order of Police (FOP), have negotiated watertight municipal agreements that are engineered to obstruct nearly any effort to reform departments or hold individual officers accountable for criminal acts. Many of these dangerous impunity provisions are also mirrored in our state laws.

Workers' rights to collectively bargain are a vital mechanism for ensuring equity and justice in our labor system - and by extension, throughout our society as a whole. And yet, for nearly half a century, politicized unions, like the FOP, have worked in bad faith to undermine the rightful intentions behind these powers. In municipalities across the state, police unions abuse and weaponize bargaining rights, as a means to evade accountability for officer wrongdoing, and perpetuate systems of racialized police brutality, harassment, and corruption.

What would HB 5830 do?

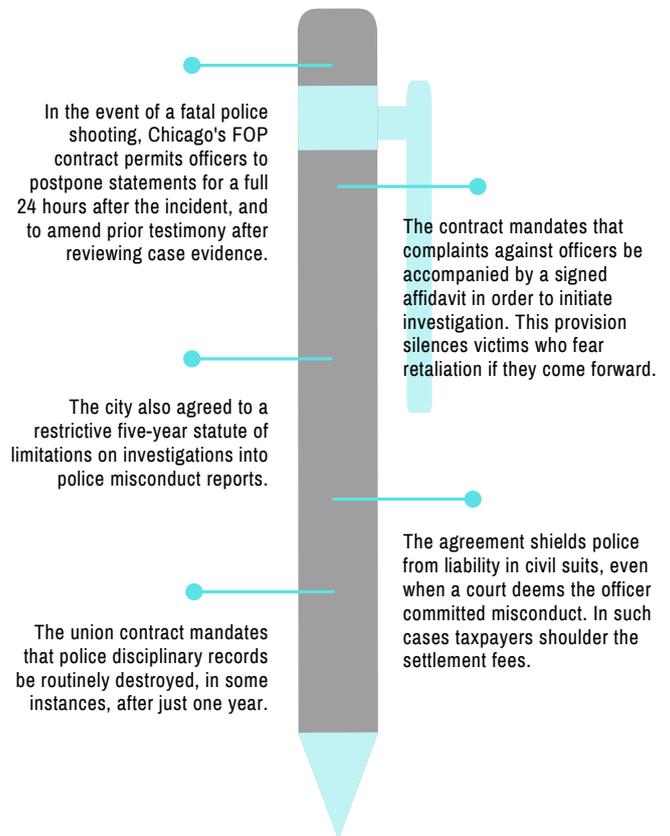
HB 5830 would outlaw police contract measures that obstruct open investigation of alleged officer misconduct and thwart efforts to enact meaningful police reform. The bill would restore the intended purpose of collective bargaining rights, by limiting police union agreements exclusively to matters of compensation and wages. HB 5830 would also repeal sections of Illinois law that echo police contract impunity provisions.

POLICE IMPUNITY DRIVES SYSTEMIC ABUSE

Armored by unjust contract protections, police officers are often emboldened to exceed the limits of their powers, with the assurance of virtual immunity. States that recently authorized collective bargaining powers for police unions, witnessed a subsequent increase in racially targeted police brutality. An investigation of the nation's one hundred most populous cities found that impunity provisions in police contracts are correlated with increased officer violence. In this study, Chicago ranks highest, both in terms of contract shields against accountability, as well as rates of police brutality.

HOW POLICE CONTRACTS UNDERMINE JUSTICE

The police contract signed by the city of Chicago exemplifies how bargaining agreements often shield officers from accountability.



Many of these impunity provisions are echoed in local police union contracts throughout the state, as well as in Illinois statute.

PRECEDENTS FOR REFORM

In recent decades, police unions have misappropriated collective bargaining powers for means entirely unrelated to workers rights. Groups like the FOP have inserted toxic impunity provisions into contracts for the purpose of evading transparency, accountability, and systemic reform.

Historically, when unions have exploited collective bargaining powers to advance ulterior ends outside the scope of labor rights, the law has intervened. For example, in decades past, when workers' unions negotiated racially exclusionary contract terms, the courts ruled these activities to be unlawful.

Amid recent, heightened calls for racial justice across the U.S., Washington D.C. unanimously passed an ordinance to restrict police unions from including impunity measures in collective bargaining agreements. It is now incumbent upon Illinois to enact corresponding legislation outlawing police contract provisions and repealing state laws that impede investigations and undermine police accountability.