

1.1 Senator moves to amend H.F. No. 1830, in conference committee, as
1.2 follows:

1.3 On R111 (State and Local Government Policy), Senate language, (UEH1830-1)

1.4 Page 95, after line 7, insert:

1.5 "Sec. 25. **PREPARATORY WORK ON EXCLUSIVE REPRESENTATION AND**
1.6 **COLLECTIVE BARGAINING FOR LEGISLATIVE EMPLOYEES.**

1.7 Subdivision 1. **Legislative employee collective bargaining report.** The executive
1.8 director of the Legislative Coordinating Commission must request that the National
1.9 Conference of State Legislatures prepare a report on the status of employee collective
1.10 bargaining rights in state legislatures. The requested report must identify existing legislatures
1.11 that engage in collective bargaining with their employees and, as applicable, the
1.12 organizational structure and procedures adopted to accommodate employee bargaining
1.13 within those legislative workplaces, including any structures or procedures that balance the
1.14 rights of employees to bargain against the constitutional duty of a legislature to conduct
1.15 necessary business, and any structures or procedures to accommodate the distinction between
1.16 employees assigned to nonpartisan duties and employees assigned to duties within a political
1.17 party caucus. The executive director must request that the report be prepared no later than
1.18 August 1, 2024, and, to the extent practicable, reflect the status of collective bargaining
1.19 rights as of that date.

1.20 Subd. 2. **Consultant.** The executive director of the Legislative Coordinating Commission
1.21 shall contract with an external consultant to:

1.22 (1) examine issues related to collective bargaining for employees of the house of
1.23 representatives, the senate, and legislative offices; and

1.24 (2) develop recommendations for best practices and options for the legislature to consider
1.25 in implementing and administering collective bargaining for employees of the house of
1.26 representatives, the senate, and legislative offices.

1.27 Subd. 3. **Information gathering.** The consultant must gather input on these issues from
1.28 employees of the senate, house of representatives, and the joint offices of the legislature.

1.29 The consultant must, at a minimum, conduct a survey of all employees on these matters and
1.30 conduct interviews with representative samplings of employees in each type of position in
1.31 each legislative body and joint legislative offices, heads of nonpartisan legislative offices,
1.32 the executive director of the Legislative Coordinating Commission, the chief clerk of the

2.1 house of representatives, the secretary of the senate, and the human resources directors of
2.2 the house of representatives and the senate.

2.3 Subd. 4. **Report.** The contract with the consultant must require that the consultant submit
2.4 a report on the consultant's findings and recommendations by November 1, 2024. At a
2.5 minimum, the final report must address considerations on the following issues:

2.6 (1) which employees of the house of representatives, the senate, and legislative agencies
2.7 for whom collective bargaining may or may not be appropriate;

2.8 (2) mandatory, permissive, and prohibited subjects of bargaining;

2.9 (3) who would negotiate on behalf of the house of representatives, the senate, and
2.10 legislative agencies, and which entity or entities would be considered the employer for
2.11 purposes of bargaining;

2.12 (4) definitions for relevant terms;

2.13 (5) common public employee collective bargaining agreement frameworks related to
2.14 grievance procedures and processes for disciplinary actions;

2.15 (6) procedures related to the commission certifying exclusive bargaining representatives,
2.16 determining bargaining units, adjudicating unfair labor practices, determining representation
2.17 questions, and coalition bargaining;

2.18 (7) the efficiency and feasibility of coalition bargaining;

2.19 (8) procedures for approving negotiated collective bargaining agreements;

2.20 (9) procedures for submitting requests for funding to the appropriate legislative
2.21 committees if appropriations are necessary to implement provisions of the collective
2.22 bargaining agreements;

2.23 (10) the National Conference of State Legislatures report required under subdivision 1
2.24 and approaches taken by other state legislatures that have authorized collective bargaining
2.25 for legislative employees; and

2.26 (11) draft legislation for any statutory changes needed to implement recommendations
2.27 of the task force related to the collective bargaining process for legislative employees.

2.28 Subd. 5. **Administrative meeting support.** The executive director of the Legislative
2.29 Coordinating Commission must arrange working space and administrative support for the
2.30 consultant, as needed."

2.31 Amend the title accordingly