

# House Research Act Summary

**CHAPTER:** 11

**SESSION:** 2003 Regular Session

**TOPIC:** State Employee Labor Agreements

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## Overview

This act ratifies state employee labor agreements, compensation plans, and certain salary increases. However, the act provides that any provision of a labor agreement or compensation plan that provides a benefit based on a person's status as a domestic partner of a state employee is not ratified and must not be implemented. The labor agreements cover the period from July 1, 2001 to June 30, 2003. Most of the agreements first were put into effect on an interim basis in the fall of 2001. Because the 2002 legislature did not ratify these agreements, they ceased to be effective upon adjournment of the 2002 legislature. Immediately following that, the executive branch and the unions entered into new agreements, identical to the old agreements, which took effect on an interim basis in June 2002. This act ratifies those agreements, with the exceptions noted.

### **1 Labor agreements and compensation plans.**

**Subd. 1. AFSCME.** Ratifies the labor agreement between the state and AFSCME, except for the exclusion of benefits based on domestic partner status.

**Subd. 2. MAPE.** Ratifies the labor agreement between the state and the Minnesota Association of Professional Employees, except for the exclusion of benefits based on domestic partner status.

**Subd. 3. MMA.** Ratifies the labor agreement between the state and the Middle Management Association, except for the exclusion of benefits based on domestic partner status.

**Section**

**Subd. 4. MGEC.** Ratifies the labor agreement between the state and the Middle Management Association (this contract does not contain benefits based on domestic partner status).

**Subd. 5. SRSEA.** Ratifies the labor agreement between the state and the State Residential Schools Education Association, except for the exclusion of benefits based on domestic partner status.

**Subd. 6. MSUAASF.** Ratifies the labor agreement between the state and the Minnesota State University Association of Administrative and Service Faculty, except for the exclusion of benefits based on domestic partner status.

**Subd. 7. IFO.** Ratifies the labor agreement between the state and the Interfaculty Organization, except for the exclusion of benefits based on domestic partner status.

**Subd. 8. College faculty.** Ratifies the labor agreement between the state and the Minnesota state college faculty, except for the exclusion of benefits based on domestic partner status.

**Subd. 9. MLEA.** Ratifies the labor agreement between the state and the Minnesota Law Enforcement Association, (this contract does not contain benefits based on domestic partner status).

**Subd. 10. Commissioner's plan.** Ratifies amendments to the commissioner of employee relations' plan for unrepresented employees, as amended by the legislative subcommittee on employee relations.

**Subd. 11. Managerial plan.** Ratifies amendments to the compensation plan for managerial employees, as amended by the legislative subcommittee on employee relations.

**Subd. 12. MnSCU administrators.** Ratifies amendments to the personnel plan for MnSCU administrators, as amended by the legislative subcommittee on employee relations

**Subd. 13. HESO.** Ratifies amendments to the higher education services office unclassified compensation plan.

**Subd. 14. SBI.** Ratifies a 2 % salary increase (to \$110,560) for the executive director of the State Board of Investment

**Subd. 15. TRA.** Ratifies a 6% salary increase (to \$95,640), for the executive director of the Teachers Retirement Association.

**Subd. 16. MSRS.** Ratifies a 6% salary increase (to \$95,640), for the executive director of the Minnesota State Retirement System.

**Subd. 17. PERA.** Ratifies a 6% salary increase (to \$95,640), for the executive director of the Public Employees Retirement Association.

**Subd. 18. MNA.** Ratifies the arbitration award and labor agreement between the state and the Minnesota Nurses Association, except for the exclusion of benefits based on domestic partner status. (This agreement was submitted in December 2002, and was not put into effect on an interim basis.)

**Section**

**Subd. 19. Provisions not ratified.** States that any provision of a collective bargaining agreement or compensation plan in this section that provides a benefit based on a person's status as a domestic partner of a state employee is not ratified and must not be implemented. Provides that for contracts and plans in this section an employee may use sick leave: (1) due to illness or disability of a regular member of the employee's immediate household; and (2) due to the death of a regular member of the employee's immediate household.

**Subd. 20. Contingent provision.** This subdivision applies if it is determined that the legislature does not have authority to ratify a labor agreement with the exceptions stated in this section, or if it is determined that there no longer is a contract due to this section. If this subdivision applies, the until the parties enter into a subsequent labor agreement, the terms and conditions of employment for employees covered by the proposed labor agreement are as contained in the agreement submitted to the legislative coordinating commission subcommittee on employee relations, except that any provision in conflict with subdivision 19 is not effective and must not be implemented.

- 2** **Relation to other law.** Provides that section 1 supersedes Minnesota Statutes, chapter 179A, and any other provision of law.
- 3** **Effective date.** Effective the day following final enactment. A domestic partner receiving insurance coverage on that day may continue that coverage until June 30, 2003. A domestic partner receiving a tuition waiver on that date may continue to receive the waiver until the completion of the semester.