

House Research Act Summary

CHAPTER: 287

SESSION: 2004 Regular Session

TOPIC: Affirmative Action in State Employment

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Overview

Amends certain laws governing affirmative action provisions relating to state executive branch employment.

Section

- 1** **Goal unit.** Defines “goal unit” for purposes of the laws governing the state affirmative action program. The term is defined by reference to federal Equal Employment Opportunity (EEO) occupational categories.
- 2** **Statewide affirmative action program.** Amends the current laws governing the program to require the commissioner of employee relations to establish statewide goals for each of the federal EEO occupational categories applicable to state employment. Provides that the following factors may, instead of shall, be considered in setting affirmative actions goals: extent of unemployment of protected group members in the recruiting area population; existence of training programs in needed skill areas offered by employing agencies and other institutions; and the expected number of available positions to be filled. The following factors must be considered: (1) percentage of members of each protected class in the recruiting area who have the necessary skills; and (2) the availability for promotion or transfer of current employees who are members of protected classes.
- 3** **Repealer.** Repeals Minnesota Rule, part 3900.0400, subpart 11, which defines “goal unit” for state affirmative action purposes.