

HOUSE RESEARCH

Bill Summary

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Overview

Imposes a salary freeze on state employees during the biennium ending June 30, 2005.

Section

1 Salary freeze.

Subd. 1. Salary increases prohibited. Provides that a state employer must not increase the rate of salary or wages through June 30, 2005. Provides that for purposes of this section "salary or wages" does not include employer contributions toward medical or dental insurance if employee contributions are not decreased. Also provides that this section does not prohibit an increase for an employee who is promoted or transferred to a position that the employer determines has greater job responsibilities.

Provides that terms of a collective bargaining agreement may not be extended past June 30, 2003 if the extension would increase salaries in a manner prohibited by this section.

Subd. 2. Future contracts. Prohibits a contract or compensation plan entered into after June 30, 2005 from providing a retroactive salary increase if the increase would be prohibited by this section.

Subd. 3. Arbitration and strikes. Provides that an employee may not legally strike due to a state employer's refusal to grant a salary increase if the refusal is required to comply with this section. Prohibits an arbitrator from issuing an award that would increase salaries in a manner prohibited in this section.

Section

Subd. 4. Defintions. Defines state employer as an appointing authority in the executive, legislative, or judicial branch.

Subd. 5. Relation to other law. Provides that this section supersedes the Public Employment Labor Relations Act and other law to the contrary.

2 University of Minnesota. States that the legislature strongly recommends that the University of Minnesota comply with section 1 as if it were defined as a state employer.

3 Effective date. Sections 1 and 2 are effective July 1, 2003.