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Article 1

Contracts and Compensation Plans

This article ratifies several of the labor agreements covering state employees. The labor agreements between the state and unions representing state employees were implemented on an interim basis. The full legislature must ratify these agreements if the agreements are to remain in effect after the legislature adjourns the 2016 session. This article also approves, with changes, two compensation plans covering state employees who are not represented by a union. Most of the changes to these compensation plans proposed by the executive branch have not yet been implemented.

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1 Labor contract and compensation plan approval.

Subd. 1. AFSCME. Ratifies the labor agreement between the state and AFSCME, Council 5. This agreement was implemented on an interim basis 30 days after being submitted to the Subcommittee on Employee Relations.

Subd. 2. MAPE. Ratifies the labor agreement between the state and MAPE. This agreement was implemented on an interim basis 30 days after being submitted to the Subcommittee on Employee Relations.

Subd. 3. Middle Management Association. Ratifies the labor agreement between the state and the Middle Management Association. This agreement was implemented

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on an interim basis 30 days after being submitted to the Subcommittee on Employee Relations.

Subd. 4. Minnesota Nurses Association. Ratifies the labor agreement between the state and the Minnesota Nurses Association. This agreement was implemented upon approval by the Subcommittee on Employee Relations on January 15, 2016.

Subd. 5. Commissioner's plan. Approves the commissioner of management and budget's compensation plan for unrepresented state employees, with changes. The general salary increases called for in the plan are not approved. The performance-based increases called for in the plan are modified.

Subd. 6. Managerial plan. Approves the managerial compensation plan, with changes. The general salary increases called for in the plan are not approved. The performance-based increases called for in the plan are modified.

Article 2

Other Public Employment Provisions

- 1 **State employee negotiations.** Under current law, proposed collective bargaining agreements between the state and exclusive representatives of state employees are submitted to the Legislative Coordinating Commission's Subcommittee on Employee Relations (SER). The SER can give interim approval to an agreement when the legislature is not in session (subject to eventual ratification by the full legislature). This section strikes from the current law a provision that when the legislature is not in session failure of the SER to disapprove a collective bargaining agreement (or arbitration award) within 30 days constitutes approval.
- 2 **Voluntary contributions.** This section applies to an exclusive representative of state employees. Provides that an exclusive representative may not require a political contribution as a condition of membership or participation in the exclusive representative. Provides that an exclusive representative wishing to make expenditures for political purposes must do so from a fund that is separate from a fund containing money received as dues. Forbids transferring money paid as dues to the political fund. Requires exclusive representatives to ensure that each contribution to the political fund is made voluntarily and specifically to that fund.
- 3 **Public meetings.** Current law provides that negotiations, mediation sessions, and hearings between public employer and public employees are public, except when otherwise provided by the Commissioner of Mediation Services. This section adds new requirements that apply to the negotiations between the state and exclusive representatives of state employees:
 - The employer must give advance notice on the employer's Web site of public negotiation and mediation sessions and interest arbitration hearings.

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- For public sessions, the employer must make available to the public before or during the meeting any printed materials shared between the employer and the exclusive representative. The employer must also arrange a room that the employer anticipates will be large enough to accommodate the public.
- If the Commissioner of Mediation Services provides that a mediation or interest arbitration session will not be open to the public, the commissioner must give advance notice on the BMS Web site that the session will be closed and why. This notice also must be given to members of the SER.