

**Subject** PELRA: University of Minnesota bargaining units

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## Overview

The Public Employment Labor Relations Act (PELRA) establishes the rules for collective bargaining between Minnesota public employers and representatives of public employees. PELRA grants public employees the right to unionize and to bargain collectively, sets the criteria for establishment of bargaining units, provides procedures for election of exclusive representatives, and contains procedures for resolving impasses in bargaining. PELRA establishes bargaining units for various groups of state employees.

This bill amends PELRA provisions regarding University of Minnesota (UMN) employees to allow the employees—including student employees—more flexibility in organizing their own distinct bargaining units.

## Summary

Section	Description
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1	<b>Public employee or employee.</b>
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	Amends the list of exceptions to PELRA's definition of "public employee" to delete provisions excepting student employees, and adds a provision that would specifically include certain UMN student-employees into the definition of "public employee," making them subject to the rules for collective bargaining under PELRA.
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2	<b>Units.</b>
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	Amends the appropriate bargaining units for UMN employees to delete several specified units. Allows the commissioner of the Bureau of Mediation Services to designate new UMN employee bargaining units for UMN employees whose positions are not part of the remaining units using the existing process for unit determination under PELRA, section 179A.09, and with special emphasis given to the desires of the petitioning employee representatives.
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Section	Description
3	<p><b>University of Minnesota employee severance.</b></p> <p>Allows UMN employees to separate from the instructional and supervisory bargaining units by representation petition, through obtaining an election, decertification, or certification as outlined under PELRA section 179A.12, or by excluding the group from a proposed unit in a representation petition.</p>
4	<p><b>Joint bargaining.</b></p> <p>Permits UMN bargaining units to negotiate their contracts jointly or separately from one another. Requires jointly negotiated contracts to be ratified by each unit.</p>



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