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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 3694

02/24/2020 Authored by Mahoney and Gunther
The bill was read for the first time and referred to the Jobs and Economic Development Finance Division

1.1 A bill for an act
1.2 relating to labor; modifying provisions affecting the Bureau of Mediation Services;
1.3 amending Minnesota Statutes 2018, section 179A.04, subdivision 3; repealing
1.4 Minnesota Statutes 2018, sections 179A.102; 179A.103.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. Minnesota Statutes 2018, section 179A.04, subdivision 3, is amended to read:

1.7 Subd. 3. Other duties. (a) The commissioner shall:

1.8 (1) provide mediation services as requested by the parties until the parties reach
1.9 agreement, and may continue to assist parties after they have submitted their final positions
1.10 for interest arbitration;

1.11 (2) issue notices, subpoenas, and orders required by law to carry out duties under sections
1.12 179A.01 to 179A.25;

1.13 (3) assist the parties in formulating petitions, notices, and other papers documents required
1.14 to be filed with the commissioner or the board in accordance with bureau policy;

1.15 (4) conduct elections;

1.16 (5) certify the final results of any election or other voting procedure conducted under
1.17 sections 179A.01 to 179A.25;

1.18 (6) adopt rules relating to the administration of this chapter and the conduct of hearings
1.19 and elections;

1.20 (7) receive, catalogue, file, and make available to the public all decisions of arbitrators
1.21 and panels authorized by sections 179A.01 to 179A.25, all grievance arbitration decisions

2.1 to the extent the decision is public under section 13.43, subdivision 2, paragraph (b), and
2.2 the commissioner's orders and decisions;

2.3 (8) adopt, subject to chapter 14, a grievance procedure that fulfills the purposes of section
2.4 179A.20, subdivision 4, that is available to any employee in a unit not covered by a
2.5 contractual grievance procedure;

2.6 (9) maintain a schedule of state employee classifications or positions assigned to each
2.7 unit established in section 179A.10, subdivision 2;

2.8 (10) collect fees ~~established by rule~~ for empanelment of persons on the labor arbitrator
2.9 roster maintained by the commissioner or in conjunction with fair share fee challenges.
2.10 Arbitrator application fees will be \$100 per year for ~~initial applications and renewals effective~~
2.11 July 1, 2007 inclusion on the roster. There is a nonrefundable initial application processing
2.12 fee of \$50 for first-time applicants;

2.13 (11) provide technical support and assistance to voluntary joint labor-management
2.14 committees established for the purpose of improving relationships between exclusive
2.15 representatives and employers, at the discretion of the commissioner;

2.16 (12) provide to the parties a list of arbitrators as required by section 179A.16, subdivision
2.17 4;

2.18 (13) maintain a list of up to 60 arbitrators for referral to employers and exclusive
2.19 representatives for the resolution of grievance or interest disputes. Each person on the list
2.20 must be knowledgeable about collective bargaining and labor relations in the public sector,
2.21 well versed in state and federal labor law, and experienced in and knowledgeable about
2.22 labor arbitration. To the extent practicable, the commissioner shall appoint members to the
2.23 list so that the list is gender and racially diverse; and

2.24 (14) upon request of the board, provide administrative support and other assistance to
2.25 the board, including assistance in development and adoption of board rules.

2.26 (b) From the names provided by representative organizations, the commissioner shall
2.27 maintain a list of arbitrators to conduct teacher discharge or termination hearings according
2.28 to section 122A.40 or 122A.41. The persons on the list must meet at least one of the following
2.29 requirements:

2.30 (1) be a former or retired judge;

2.31 (2) be a qualified arbitrator on the list maintained by the bureau;

2.32 (3) be a present, former, or retired administrative law judge; or

3.1 (4) be a neutral individual who is learned in the law and admitted to practice in Minnesota,
3.2 who is qualified by experience to conduct these hearings, and who is without bias to either
3.3 party.

3.4 Each year, education Minnesota shall provide a list of up to 14 names and the Minnesota
3.5 School Boards Association a list of up to 14 names of persons to be on the list. The
3.6 commissioner may adopt rules about maintaining and updating the list.

3.7 Sec. 2. **REPEALER.**

3.8 Minnesota Statutes 2018, sections 179A.102; and 179A.103, are repealed.

179A.102 TRANSITION TO NEW BARGAINING UNIT STRUCTURE.

Subdivision 1. **Application of section.** Notwithstanding the provisions of section 179A.12 or any other law, this section governs, where contrary to other law, the initial certification and decertification, if any, of exclusive representatives for the appropriate units established by section 179A.101. Subsequent to the initial certification and decertification, if any, pursuant to this section, this section does not apply.

Subd. 2. **Existing majority.** The commissioner shall certify an employee organization as exclusive representative for an appropriate unit established under section 179A.101 upon a petition filed with the commissioner by the organization within 30 days of the effective date of the judicial district coming under section 480.181, subdivision 1, paragraph (b), demonstrating that the petitioner is certified pursuant to section 179A.12 as the exclusive representative of a majority of the employees included within the unit established by section 179A.101 as of that effective date. Two or more employee organizations that represent the employees in a unit established by section 179A.101 may petition jointly under this subdivision, provided that any organization may withdraw from a joint certification in favor of the remaining organizations on 30 days' notice to the remaining organizations, the employer, and the commissioner, without affecting the rights and obligations of the remaining organizations or the employer. The commissioner shall make a determination on a timely petition within 45 days of its receipt.

Subd. 3. **No existing majority.** (a) If no exclusive representative is certified under subdivision 2, the commissioner shall certify an employee organization as exclusive representative for an appropriate unit established under section 179A.101 upon a petition filed by the organization within the time period provided in subdivision 2 demonstrating that the petitioner is certified under section 179A.12 as the exclusive representative of fewer than a majority of the employees included within the unit established by section 179A.101, if no other employee organization so certified has filed a petition within the time period provided in subdivision 2 and a majority of the employees in the unit established by section 179A.101 are represented by employee organizations under section 179A.12 on the effective date of the judicial district coming under section 480.181, subdivision 1, paragraph (b). Two or more employee organizations, each of which represents employees included in the unit established by section 179A.101, may petition jointly under this paragraph, provided that any organization may withdraw from a joint certification in favor of the remaining organizations on 30 days' notice to the remaining organizations, the employer, and the commissioner without affecting the rights and obligations of the remaining organizations or the employer. The commissioner shall make a determination on a timely petition within 45 days of its receipt.

(b) If no exclusive representative is certified under subdivision 2 or paragraph (a), and an employee organization petitions the commissioner within 90 days of the effective date of the judicial district coming under section 480.181, subdivision 1, paragraph (b), demonstrating that a majority of the employees included within a unit established by section 179A.101 wish to be represented by the petitioner, where this majority is evidenced by current dues deduction rights, signed statements from court employees in counties within the district that are not currently represented by any employee organization plainly indicating that the signatories wish to be represented for collective bargaining purposes by the petitioner rather than by any other organization, or a combination of those, the commissioner shall certify the petitioner as exclusive representative of the employees in the unit established by section 179A.101. The commissioner shall make a determination on a timely petition within 45 days of its receipt.

(c) If no exclusive representative is certified under subdivision 2 or paragraph (a) or (b), and an employee organization petitions the commissioner subsequent to the effective date of the judicial district coming under section 480.181, subdivision 1, paragraph (b), demonstrating that at least 30 percent of the employees included within a unit established by section 179A.101 wish to be represented by the petitioner, where this 30 percent is evidenced by current dues deduction rights, signed statements from court employees in counties within the district that are not currently represented by any employee organization plainly indicating that the signatories wish to be represented for collective bargaining purposes by the petitioner rather than by any other organization, or a combination of those, the commissioner shall conduct a secret ballot election to determine the wishes of the majority. The election must be conducted within 45 days of receipt or final decision on any petitions filed pursuant to subdivision 2, whichever is later. The election is governed by section 179A.12, where not inconsistent with other provisions of this section.

Subd. 4. **Decertification.** The commissioner may not consider a petition for decertification of an exclusive representative certified under this section for one year after certification. After that time a petition must be considered under the provisions of section 179A.12.

Subd. 5. **Existing collective bargaining agreements.** The terms and conditions of collective bargaining agreements covering judicial district employees in districts that come under section 480.181, subdivision 1, paragraph (b), remain in effect until a successor agreement becomes effective.

Subd. 6. **Contract and representation responsibilities.** (a) Notwithstanding the provisions of section 179A.101, the exclusive representatives of units of court employees certified prior to the effective date of the judicial district coming under section 480.181, subdivision 1, paragraph (b), remain responsible for administration of their contracts and for other contractual duties and have the right to dues and fair share fee deduction and other contractual privileges and rights until a contract is agreed upon with the state court administrator for a new unit established under section 179A.101. Exclusive representatives of court employees certified after the effective date of Laws 1999, chapter 216, article 7, section 10, in the judicial district are immediately upon certification responsible for bargaining on behalf of employees within the unit. They are also responsible for administering grievances arising under previous contracts covering employees included within the unit which remain unresolved upon agreement with the state court administrator on a contract for a new unit established under section 179A.101. Where the employer does not object, these responsibilities may be varied by agreement between the outgoing and incoming exclusive representatives. All other rights and duties of representation begin on July 1 of the year in which the state assumes the funding of court administration in the judicial district, except that exclusive representatives certified after the effective date of Laws 1999, chapter 216, article 7, section 10, shall immediately, upon certification, have the right to all employer information and all forms of access to employees within the bargaining unit which would be permitted to the current contract holder, including the rights in section 179A.07, subdivision 6. This section does not affect an existing collective bargaining contract. Incoming exclusive representatives of court employees from judicial districts that come under section 480.181, subdivision 1, paragraph (b), are immediately, upon certification, responsible for bargaining on behalf of all previously unrepresented employees assigned to their units. All other rights and duties of exclusive representatives begin on July 1 of the year in which the state assumes the funding of court administration in the judicial district.

(b) Nothing in Laws 2001, First Special Session chapter 5, or Laws 1999, chapter 216, article 7, sections 3 to 15, prevents an exclusive representative certified after the effective dates of those provisions from assessing fair share or dues deductions immediately upon certification for employees in a unit established under section 179A.101 if the employees were unrepresented for collective bargaining purposes before that certification.

179A.103 GENERAL PROVISIONS FOR COURT EMPLOYEES.

Subdivision 1. **Contracts.** Contracts for the period commencing July 1 of the year in which the state assumes the cost of court administration in the judicial district for the judicial district court employees must be negotiated with the state court administrator. Negotiations for those contracts may begin any time after July 1 of the year before the state assumes the cost, and may be initiated by either party notifying the other of the desire to begin the negotiating process. Negotiations are subject to this chapter.

Subd. 2. **Date of employment.** The date of first employment by the state court system is the date on which services were first performed by the employee for the employer from which the employee is being transferred.

Subd. 3. **Probationary periods.** Except as otherwise provided in a successor contract, probationary periods are not affected by the transfer of employees to the state court system.

Subd. 4. **Wage protection.** Court employees in judicial districts coming under section 480.181, subdivision 1, paragraph (b), may not have a decrease in wages as a result of their transfer to state employment. Wage scales negotiated in a judicial district contract are not to be applied to a court employee of a judicial district who was a court employee of a county within the judicial district at the time the judicial district came under section 480.181, subdivision 1, paragraph (b), until the wage for the employee under the scale is equal to or greater than the wage the employee was receiving on the date the judicial district came under section 480.181, subdivision 1, paragraph (b).