

**Legislative Coordinating Commission  
Subcommittee on Employee Relations  
Thursday, September 4, 2008  
10:00 am  
Room 112, Capitol**

Present:

Senator Don Betzold  
Senator James Metzen  
Senator Linda Scheid  
Representative Karla Bigham  
Representative Morrie Lanning  
Representative Leon Lillie

Excused:

Senator Gen Olson  
Representative Chris DeLaForest  
Representative Debra Hilstrom

Sen. Metzen called the meeting of the Subcommittee on Employee Relations to order at 10:09 am. A quorum was present.

**Approval of Minutes**

Rep. Bigham moved approval of the minutes from the July 18, 2008 meeting. **MOTION PREVAILED.**

**Review/approve arbitration and collective bargaining agreement with the Minnesota Nurses Association**

Paul Larson, Assistant Commissioner of the Department of Finance and Employee Relations, gave an overview of the arbitration award and collective bargaining agreement with the Minnesota Nurses Association (MNA). The arbitration award includes: a 3.25% across-the-board increase; an increase in salary differential from \$0.65 to \$0.70; and language prohibiting mandatory overtime if the nurse refused to accept the assignment due to concern for patient safety. The negotiated agreement includes: an increase in the amount employees contribute to the health care savings plan from \$75 to \$100 a month and nurses will continue to receive merit increases, averaging 4%, on their anniversary date. Mr. Larson stood for questions. Discussion ensued.

Phillip Finkelstein, Labor Counsel for MNA, spoke on behalf of MNA in support of ratification of the collective bargaining agreement. Mr. Finkelstein also addressed issues relating to labor shortages, wages and benefits, and turnover rates.

Sen. Scheid moved approval of SER 1, the resolution recommending approval of the Minnesota Nurses Association arbitration award and collective bargaining agreement. **MOTION PREVAILED.**

**Review/approve the Office of the Legislative Auditor Compensation Plan**

Jim Nobles, Legislative Auditor, gave an overview of the proposed legislative auditor compensation plan. The plan includes: cost of living adjustments consistent with the

Legislative Coordinating Commission; flexibility to provide performance based increases up to 4% each fiscal year; provides a \$1,000 salary increases for individuals that receive professional certifications; and permits setting the initial salary for new employees at any point in the salary range based on experience. Mr. Nobles stood for questions. Discussion ensued.

Rep. Lillie moved approval of SER 2, the resolution recommending approval of the Legislative Auditor Compensation Plan. **MOTION PREVAILED.**

**Update on proposed pilot SEGIP program**

Nathan Morocco, Manager of the State Employee Group Insurance Program (SEGIP), gave an update on the proposed pilot SEGIP program. The pilot program includes: a deposit of \$250 in each SEGIP participant's Health Reimbursement Account; establishes a debit card system; and develops and implements a secure and portable on-line personal health portfolio for state employees. Mr. Morocco stood for questions. Discussion ensued.

There being no further business Sen. Metzen adjourned the meeting at 11:26 am.

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Sen. James Metzen, Chair