

LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS

RESOLUTION REGARDING
COLLECTIVE BARGAINING AGREEMENTS

Representative Drazkowski moves that the LCC Subcommittee on Employee Relations:

- 1) Disapprove the collective bargaining agreements with the following exclusive representatives:
 - a) Agreement with the American Federation of State, County and Municipal Employees, Council 5, submitted to the Subcommittee on August 8, 2012;
 - b) Agreement with the Minnesota Association of Professional Employees, submitted to the Subcommittee on August 8, 2012.

- 2) Inform the appropriate parties that the Subcommittee, as provided in Minn. Stat. 3.855, Subdivision 2, rejects these agreements because:
 - a) The proposed contracts do not incorporate changes to the health insurance program that would make them more comparable to those in the private sectors. The initial rounds of negotiation for these two proposed contracts included the discussion of a 10% employee premium. Employees should be required to contribute a measurable portion toward their monthly premium. The final agreements failed to recognize this key element;
 - b) The proposed contracts provide conventional across the board and step increases. Salary increases are only appropriate if they are based on a rigorous evaluation of the employee's performance related to the employee's goals, the performance of the employee's program, and the performance of the agency toward meeting its outcomes.

- 3) Communicate to the respective negotiating parties the Subcommittee's expectation that future contract proposals will be accompanied by an assurance that union dues will not be increased during the time period covered by the contract.

- 4) Direct the parties to return to the bargaining table to attempt to negotiate a settlement that is acceptable to both parties and that could be ratified by the Subcommittee and the Legislature;

- 5) Direct the Commissioner of the Bureau of Mediation Services to work with the parties to assist in reaching a negotiated settlement;

- 6) Direct staff to inform the appropriate officials of this decision and its rationale.

Adopted
August 30, 2012