

Subcommittee on Employee Relations Legislative Coordinating Commission



Senate

Senator Michelle Benson
Senator Ted Daley
Senator James Metzen
Senator Mike Parry

House

Representative Mike Benson
Representative Keith Downey
Representative Steve Drazkowski
Representative Leon Lillie
Representative Ryan Winkler

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Greg Hubinger, Director
Sally Olson, Commission Asst.

DATE: September 9, 2011
TO: Members of the Subcommittee
FROM: Greg Hubinger
RE: Review of duties

Background

- The responsibility to review and provide interim approval of labor contracts, compensation plans and salaries of certain executive branch employees is provided in Minnesota Statutes 3.855.
- The authority is assigned to the Legislative Coordinating Commission, which has delegated that responsibility to the LCC Subcommittee on Employee Relations under Minnesota Statutes 3.305, Subdivision 6.
- The resolution adopted by the LCC creating the Subcommittee provides for the Subcommittee to have ten members, with five each from the Senate and House. The chair is elected for a two year term, alternating between the House and Senate. The chair to be elected will be from the Senate.
- The Subcommittee adopts rules to govern its deliberations. A copy of the last set of rules is attached. The most significant items include:
 - A vote is determined by a majority of the quorum (so it operates like a committee, and not like a conference committee.)
 - The Subcommittee generally meets at the call of the chair, when labor contracts or compensation plans have been submitted for review.

Duties

- To review collective bargaining agreements for represented (unionized) state employees.
 - During the interim, the Subcommittee may grant interim approval of a contract so that the contract may be implemented. The Legislature must ratify the actions of the Subcommittee during the next legislative session, or the wage or benefit increases must cease to be paid.

- Contracts must be submitted to the Subcommittee within five days of their execution by the Commissioner of Minnesota Management and Budget and the exclusive representative.
- If the Subcommittee fails to act on a proposed contract within 30 days, the contract is considered approved and is implemented.
- A contract may only be approved in its entirety; it cannot be amended by the Subcommittee.
- If the Subcommittee rejects a contract, it must identify the specific provisions that are objectionable, and its reasons.
- If a contract is submitted during a legislative session, the review by the Subcommittee is advisory only, and the contract may not be implemented until legislation ratifying it is passed.
- To review compensation plans for unrepresented employees.
 - The four compensation plans include:
 - Commissioners Plan (for confidential employees, and groups that have severed from unions)
 - Managerial Plan (for state managers)
 - MnSCU Administrators (for MnSCU managers)
 - Higher Education Services Office Plan (for unclassified administrators)
 - During the interim, the Subcommittee may grant interim approval so that the plan may be implemented. The Legislature must ratify the actions of the Subcommittee during the next legislative session, or the changes in the plan cease to be effective.
 - A plan may be modified by the Subcommittee before it is approved.
 - Unlike contracts, a plan is not implemented if the Subcommittee does not act on it within 30 day of receiving it.
- To review proposed salary increases of state agency commissioners
 - The governor (and certain other appointing authorities) may propose increases in salaries of commissioners listed in 15A.0815, and the MnSCU chancellor under 15A.081, Subd 7c.
 - The increases must be within the salary ranges provided in law
 - The Subcommittee must act on increases proposed by the governor within 30 days or the increases are considered approved.
 - The Subcommittee may modify or reject the proposed increases.
 - The Legislature must ratify the actions of the Subcommittee during the next legislative session, or the changes in salaries are voided.

Links/Resources

The Subcommittee web site is at: <http://www.commissions.leg.state.mn.us/lcer/lccer.htm>

Tracking sheets showing costs of previous contracts are at: <http://www.commissions.leg.state.mn.us/lcer/data.htm>

For more information on collective bargaining, see: <http://www.house.leg.state.mn.us/hrd/pubs/ss/ssecba.pdf>

If you have any questions, please feel free to contact me.