

LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS

RESOLUTION REGARDING
COLLECTIVE BARGAINING AGREEMENTS

Senator Benson _____ 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 September 8, 2017;
 - b. Agreement with the Minnesota Association of Professional Employees, submitted to the Subcommittee on September 8, 2017;
- 2) Inform the appropriate parties that the Subcommittee, as provided in Minn. Stat. 3.855, Subdivision 2, disapproves these agreements because:
 - a. State agencies, in order to pay for these increased salaries and benefits, would be forced to otherwise reduce services provided to Minnesota citizens;
 - b. Step increases are only appropriate if they are merit-based, after a comprehensive 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. Only employees whose performance is evaluated to exceed expectations should receive step increases.
 - c. The negotiated agreements do not limit memorandums of understanding to only technical issues.
 - d. Minnesota Management and Budget has not effectively demonstrated that the amounts appropriated by the Legislature to agencies for potential salary increases are sufficient to pay for the estimated costs of the contracts.

- 3) 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;
- 4) Direct the Commissioner of the Bureau of Mediation Services to work with the parties to assist in reaching a negotiated settlement;
- 5) Direct staff to inform the appropriate officials of this decision and its rationale.

Adopted
October 5, 2017