

HOUSE RESEARCH

Bill Summary

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Subject: Merger of Post-Secondary Instructional Unions

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Overview

This bill provides for the merger of the community college instructional unit and the technical college instructional unit into a new state college instructional unit for employees of the Minnesota State Colleges and Universities (MnSCU) and for the appointment of an exclusive representative. The bill continues the collective bargaining agreements of the predecessor instructional units until replaced, and maintains the rights and benefits of the members of the merging units.

Section

- 55 **General.** Recognizes the new state college instructional unit formed from the merger of the community college instructional unit and the technical college instructional unit in state law on labor negotiations, definition of executive branch units, eligibility for individual and supplemental retirement plans, and representation on the advisory committee to the state board of investment.

6 **Effect of current collective bargaining agreements; employment rights.**

Subd. 1. Terms and conditions of employment. Maintains the terms of all agreements that cover MnSCU employees in both of the predecessor instructional units until a successor agreement for the new state college instructional unit becomes effective, subject to the contracting requirements in state law.

Subd. 2. Transition; exclusive representative of state college instructional unit employees. Requires the commissioner of the bureau of mediation services to certify the exclusive representative of the new state college instructional bargaining unit. The commissioner must certify the employee organization that is certified as the exclusive representative of the predecessor instructional units on the effective date of this bill.

The exclusive representative of the new state college instructional unit:
is responsible for administering contracts covering both predecessor

instructionalinstructional units;

has the rights and responsibilities of the previous exclusive representatives for both of the predecessor instructional units, including dues and fair share deductions;

is responsible for bargaining on behalf of employees in the new instructional unit;unit;

is responsible for administering grievances; andand

has all other rights and duties of representation, including access to employees andand employer information as provided in contract and law.

Existing collective bargaining agreements are not affected by this subdivision.

Subd. 3. Return from leave. Provides reinstatement rights to employees who are on an approved leave of absence from either of the predecessor instructional units, according to the terms of the leave agreement or any successor agreement.

Subd. 4. Seniority; benefits. Provides that all dates for seniority, accumulated benefits, or other benefits are not affected by this section, except as provided in a successor agreement.

7 **Unit change.** Provides that all job classifications and assigned positions in both of the predecessor instructional units are assigned to the new state college instructional unit. Changes to the assignments may be made according to the existing authority of the commissioner of medication services.

8 **Effective date.** Provides an immediate effective date for the bill.