

HOUSE RESEARCH

Bill Summary

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Authors: Bishop

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Analyst: Mark Shepard, 651-296-5051

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Overview

The bill provides conditions that must be met in future state employee collective bargaining agreements and compensation plans if insurance benefits are provided to same-sex domestic partners. The bill ratifies collective bargaining agreements and compensation plans governing state employees.

Section

- 1 **Conditions for same-sex domestic partner benefits.** Provides that a collective bargaining agreement or compensation plan providing insurance benefits to a same-sex domestic partner of a state employee must comply with conditions in this section. Some of these conditions are that the employee and the partner certify that they:
 - have a committed interdependent relationship which they intend to continue indefinitely;
 - agree to assume all the legal spousal obligations to each other that would apply if they were legally married;
 - are jointly responsible for each other's basic common welfare and well being;
 - share a common domicile and principal residence;
 - agree to inform the employer if conditions necessary to qualify for domestic partnership benefits no longer are met;
 - acknowledge that false statements are grounds for disciplinary action, and agree that in the event of a false declaration, the employer may recover damages for related losses, including attorney fees.Requires that the certification under this section be notarized and attested to by two witnesses.
- 2 **Ratifications.** Ratifies specified collective bargaining agreements and compensation plans for state employees.
- 3 **Effective date.** Sections 1 and 2 are effective the day following final enactment. Section 1

applies to a collective bargaining agreement or compensation plan submitted to the Legislative Coordinating Commission or its subcommittee on employee relations after that date, and to any plan initially implemented in the legislative or judicial branch after that date.