

# HOUSE RESEARCH

## Bill Summary

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### Overview

Section 3 ratifies one state employee collective bargaining agreement and rejects five agreements. Section 2 specifies who may receive state-paid insurance benefits. Section 3 provides that terms and conditions of employment for employees covered by rejected collective bargaining agreements are as contained in the proposed agreements, except that any provisions in conflict with section 2 are void.

### Section

- 1 **Sick leave.** Effective July 1, 2003, provides that if a state employee collective bargaining agreement or compensation plan provides for sick leave with pay, an employee must be granted sick leave with pay for absences:
  - due to illness or disability of a regular member of the employee's immediate household for a reasonable period as the employee's attendance is necessary; and
  - due to the death of a regular member of the employee's immediate household, for a reasonable period.
- 2 **Insurance benefits.** Provides that a state employee collective bargaining agreement or compensation plan may provide state-paid insurance benefits only to one or more of the following:
  - an employee;
  - the employee's spouse;
  - the employee's dependent children; or
  - the employee's dependent grandchildren.
- 3 **Ratifications; rejections.** Ratifies the collective bargaining agreements between the state and the Minnesota government engineers council. Rejects five collective bargaining agreements covering state employees. Ratifies specified compensation plans for non-unionized state employees, but provides that any provisions in conflict with section 2 are not ratified and must

cease to be implemented. Ratifies a salary increase for the executive director of the State Board of Investment.

Provides that terms and conditions of employment for employees covered by rejected collective bargaining agreements are as contained in the agreement submitted to the Legislative Coordinating Commission's subcommittee on employee relations, except that any provisions that are in conflict with section 2 are void and must cease to be implemented. This applies until the parties to a rejected proposed agreement enter into a subsequent agreement that complies with section 2 and that is approved by the legislature, (or that is given interim approval by the subcommittee on employee relations).

4 **Relation to other law.** Provides that sections 2 and 3 supersede Minnesota Statutes, chapter 179A (the Public Employment Labor Relations Act) and any other provision of law.

5 **Effective date.** Section 1 is effective July 1, 2003. Sections 2 to 4 are effective the day following final enactment.