

HOUSE RESEARCH

Bill Summary

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Overview

Makes a variety of changes relating to laws administered by the Department of Employee Relations (DOER).

Section

- 1 Affirmative action.** Under current law, state agencies that have not met certain hiring goals must justify missed opportunities for affirmative hires. This section changes a cross-reference used in calculating the percent of an agency's "missed opportunities." Under the amendment proposed in this section, hires made through provisional appointments, noncompetitive promotions, appointments through transfer and demotion, and appointments for unclassified incumbents of newly-classified positions would not be used in determining the percent of missed opportunities.
- 2 Insurance carriers.** Provides that DOER can seek proposals, and not necessarily bids, when entering into contracts for purposes of the state employee group insurance plan (SEGIP). In conjunction with this change, strikes language distinguishing between contracts to underwrite the benefit plans (currently can be bid or negotiated) from contracts to service the benefit plans (must be awarded only on the basis of competitive bids).
- 3 Voluntary unpaid leave of absence.** Current law authorizes a state appointing authority to allow employees to take up to 1040 hours of unpaid leaves of absence in a biennium, during which the employee continues to accrue vacation and sick leave, insurance, pension credit, and other seniority. This section provides similar authority for the upcoming (2007-2009) biennium. The language in the bill may be somewhat confusing, because it refers to the biennium from 2003 to 2005. A similar provision is in effect for the current (2005-2007)

Section

biennium, but this was enacted in a 2005 session law that was not codified into Minnesota Statutes, and thus does not show in this bill. (Laws 2005, chapter 156, article 3, section 4).

4 **Effective date.** Section 3 is effective June 1, 2007, because the unpaid leave of absence provisions authorized in that section begin on that day. Under the general law governing effective dates, the rest of the bill would take effect August 1, 2007.