



# Collective Bargaining Overview for Legislative Salary Council

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# Agenda

- Legislative Framework for Collective Bargaining
- Collective Bargaining Process Overview
- Data Collected & Reviewed for Determining Compensation

# Legislative Framework for Collective Bargaining

# Legislative Framework

- Minnesota Statutes 179a (Public Employment Labor Relations Act/PELRA) and 43a (State Personnel Management) provide the framework for collective bargaining.
- Under PELRA, public employees, through their certified exclusive representative, have the right and obligation to meet and negotiate with their employer regarding grievance procedures and the terms and conditions of employment, such as the hours of employment, compensation, and contributions towards benefits.

# Legislative Framework Continued

- When establishing compensation levels, Minnesota Statute 43a requires MMB to assure that compensation for state positions reasonably compare to compensation for similar positions internally and outside state service.
  - Skills, effort, responsibility and worker conditions are evaluated to determine reasonable relationship.
- MMB also has an obligation to comply with pay equity obligations.

# Collective Bargaining Process

# Overview of the State's Collective Bargaining Units

| Union   | # of Employees | Essential Unit* |
|---|----------------|-----------------|
| AFSCME MASTER                                   | 14,079         | No              |
| AFSCME Unit 8 (Corrections Officers)*           | 1,886          | Yes             |
| AFSCME Unit 25 (Radio Communication Operators)* | 48             | Yes             |
| MAPE (Professional employees)                   | 15,539         | No              |
| MLEA (Law Enforcement)*                         | 805            | Yes             |
| MMA (Middle-management)*                        | 3,322          | Yes             |
| MNA (Nurses)*                                   | 916            | Yes             |
| MGEC (Engineers/Engineering)*                   | 1,144          | Yes             |
| SRSEA (Special Teachers)                        | 165            | No              |

\*An essential unit does not have the right to strike. If the parties cannot reach a tentative agreement, the terms that are still in dispute are determined through interest arbitration.  
(M.S. 179A.16)

# Pre-Bargaining Steps

- Collect information for suggested contract language changes from Agency HR and Agency Heads/DCs, the diversity & disability community, Minnesota State, SEGIP, Compensation, Payroll
- Collect data from other employers and jurisdictions about economic and non-economic issues
- Discuss possible issues for bargaining within the Joint Labor Management Committee on Health Plans



# Collective Bargaining Timeline

April 2023

- AFSCME Master & MAPE Bargaining Begins
- Coalition Insurance Bargaining Begins

May 2023

- AFSCME Master, MAPE and Coalition Bargaining Continues

May -  
June 2023

- Bargaining With Other Bargaining Units Begins
- Receive Updated Insurance Claims Data; Premium Projections
- Reach Tentative Agreement by end of June with AFSCME Master, MAPE, and Coalition
- Push week June 20 – June 23, 2023

# Collective Bargaining Timeline Continued



# Collective Bargaining Goals

- Proposals that:
  - Meet agency & operational needs to support agency missions and responsibilities;
  - Will be accepted by the unions, and;
  - Will be supported by the legislature
- Promote orderly and constructive relationships between agencies and their employees

# Data Collected & Reviewed for Determining Compensation

# What informs Compensation Proposals?

- Demographics of a changing workforce; tight labor market, with unemployment less than 2%
- Statewide Turnover is 12% for all classifications
- Average “time to fill” in all job classifications is approximately 80-85 days
- Statutory framework for compensation (Minn. Stat. 43A)
- Data collected from other jurisdictions (neighboring States, local government, broader labor market)

# Factors MMB Considers for Pay Increases

- MMB considers a variety of factors:
  - Hay Points (system for evaluating job content that provides the framework for a state-wide classification and compensation system),
  - average turnover in the classification,
  - the time it takes to fill a job,
  - and market factors, particularly when a classification has a demonstrated challenge with finding a sufficient number of qualified candidates to apply.

# Past 16 Contracts ATB History

| Contract Cycle   | ATB Year 1   | ATB Year 2   |
|------------------|--------------|--------------|
| 2021-2023        | 2.5%         | 2.5%         |
| 2019-2021        | 2.25%        | 2.50%        |
| 2017-2019        | 2.00%        | 2.25%        |
| 2015-2017        | 2.50%        | 2.50%        |
| 2013-2015        | 3.00%        | 3.00%        |
| 2011-2013        | 0.00%        | 2.00%        |
| 2009-2011        | 0.00%        | 0.00%        |
| 2007-2009        | 3.25%        | 3.25%        |
| 2005-2007        | 2.00%        | 2.00%        |
| 2003-2005        | 0.00%        | 0.00%        |
| <b>2001-2003</b> | <b>3.50%</b> | <b>3.50%</b> |
| <b>1999-2001</b> | <b>2.50%</b> | <b>3.00%</b> |
| 1997-1999        | 3.00%        | 3.00%        |
| <b>1995-1997</b> | <b>2.50%</b> | <b>2.50%</b> |
| <b>1993-1995</b> | <b>0.00%</b> | <b>3.25%</b> |
| <b>1991-1993</b> | <b>2.50%</b> | <b>2.50%</b> |

The bolded cycles reflect times when not all unions received the same ATB. However, the differences were not substantial.