

other materials that are not readily biodegradable as a bait or a lure for the purpose of attracting the bear.

Sec. 16. Minnesota Statutes 1978, Section 100.30, is amended to read:

100.30 **POSSESSION, SALE, TRANSPORTATION.** The skins of all fur bearing animals, the hides of bear, deer or moose, the claws of bear, and the flesh of beaver, muskrat, raccoon, rabbits and hares, legally taken and bearing such seals or tags as may be required by chapters 97 to 102, may be bought, sold, and transported at any time, provided the flesh of animals enumerated herein, except muskrats, shall not be transported outside of the state of Minnesota.

Sec. 17. **EFFECTIVE DATE.** Sections 8, 9, and 11 are effective for the license seasons beginning March 1, 1981.

Approved April 15, 1980

CHAPTER 572—H.F.No. 1662

An act relating to state government; providing for a demonstration job-sharing project in state government; appropriating money.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. **[43.56] PURPOSE.** The purpose of sections 1 to 7 is to increase career opportunities in the Minnesota state service through job-sharing.

Sec. 2. **[43.57] DEFINITIONS.** For the purposes of sections 1 to 7 the following terms have the meanings given them:

(a) "Agency" means a department, agency, commission, board, institution, or other entity in the executive branch in which all positions are under the same appointing authority.

(b) "Commissioner" means the commissioner of personnel.

(c) "Coordinator" means the coordinator of the Minnesota demonstration job-sharing program.

(d) "Shared position" means a classified position which has been converted from a full-time position into part-time positions of equivalent class for purposes of sections 1 to 7.

(e) "Program" means the Minnesota demonstration job-sharing program.

(f) "Appropriate shared-time percent" means the percent of full-time hours allocated to a particular shared-time position.

Sec. 3. **[43.58] POSITIONS AFFECTED.** A total of 50 full-time positions within agencies of state government shall be selected for inclusion within the

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program. These positions shall be selected within as few separate agencies as possible, and in no case shall positions be selected in more than ten agencies. No fewer than 15 of these positions shall be either professional, supervisory or managerial positions. In no instance shall a person in a shared time position work less than 40 percent time. No position shall be selected if it is contained in a unit which is represented by an exclusive representative which has a collective bargaining agreement covering the unit unless the exclusive representative agrees to the selection. All shared time positions shall be equivalent in classification to the full-time position from which they are converted.

Sec. 4. [43.59] **COORDINATOR.** Subdivision 1. There shall be a coordinator of the program designated by the commissioner from among the employees of the department of personnel.

Subd. 2. The coordinator shall have the following powers and duties:

(1) To select, in cooperation with the affected agencies and the commissioner, the agencies and the positions within the agencies to be included in the program;

(2) To design and implement, in cooperation with the affected agencies and the commissioner, an evaluation plan for the program, in accordance with accepted research criteria, to ascertain the effect of job-sharing on employee satisfaction, productivity, absenteeism, administrative and supervisory time demands, and increased costs both direct and indirect, as well as any other relevant impact on employer or employee;

(3) To coordinate the conversion of full-time to shared positions in the affected agencies and to assist in the design of the shared positions, with attention to *employee and employer needs and to the potential for replicability of the program* experience in other agencies throughout state government. All shared positions shall be equivalent in classification to the full-time position from which they are converted;

(4) To assist the affected agencies and the commissioner in recruitment, selection and hiring for the affected positions;

(5) To assist both supervisors and employees in the affected agencies in the transition to shared positions under the program and to recommend to the commissioner any modifications in rules, executive authority or statutes deemed desirable to effectuate the purposes of sections 1 to 7;

(6) To monitor the positions selected pursuant to section 3, in cooperation with the affected agencies and the commissioner, throughout the term of the program; and

(7) To assist the commissioner in reporting to the governor and the legislature on January 1, 1981 and January 1, 1982. The commissioner's report shall provide an evaluation of the experience of the program, with attention to the items listed in subdivision 2, clause (2) in addition to any other relevant information, and shall offer recommendations concerning the further increase of shared positions in the state service.

Sec. 5. **[43.60] BENEFITS OF EMPLOYMENT.** Subdivision 1. This section shall govern the compensation and benefits of employees in shared positions where inconsistent with other law.

Subd. 2. A position selected by the coordinator pursuant to section 3 shall be divided into shared positions to be compensated at the rate of the appropriate shared-time percent of the otherwise appropriate salary. The classification of a shared position shall be the same as that applicable to the full-time position from which it is converted.

Subd. 3. Employees in shared positions shall be eligible for the following benefits and subject to the following obligations:

(1) Membership in the Minnesota state retirement system, the teachers retirement association, or the highway patrol retirement fund, whichever is appropriate, except that employees who are members of the Minnesota state retirement system or the highway patrol retirement fund shall have allowable service for purposes of Minnesota Statutes, Section 352.01, Subdivisions 11 and 16, credited on a fractional basis either weekly or annually based upon the relationship that the number of hours of service bears to either 40 hours per week or 2,080 hours per year, with any salary paid for the fractional service credited on the basis of the rate of salary applicable for a full-time week or a full-time year;

(2) Vacation and sick leave accrual at the rate of the appropriate shared-time percent of the entitlement of comparable full-time employees;

(3) Employee dental, medical and hospital benefits coverage shall be available of the same type and coverage afforded to comparable full-time employees. Employees in shared positions who elect such coverage shall pay, by payroll deduction, the difference between the actual cost to the employer and the appropriate shared-time percent of the actual cost. The remaining percent shall be paid by the employer. Employee life insurance coverage shall be available to employees in shared positions on the same terms as for comparable full-time employees;

(4) Dependent life insurance coverage shall be available to employees in shared positions on the same terms as for comparable full-time employees. Dependent medical, hospital and dental benefits coverage shall be available to employees in shared positions of the same type and coverage afforded to comparable full-time employees, except that the employer shall contribute the appropriate shared-time percent of the dollar amount contributed for comparable full-time employees electing the same program, the remainder to be paid by payroll deduction by the employee electing such coverage;

(5) Employees in shared positions shall be entitled to the appropriate shared-time percent of the holiday pay to which comparable full-time employees are entitled for holidays observed by the full-time employees whenever the employee in a shared position would otherwise be scheduled to work on that day. The employee may be allowed to reschedule working hours to avoid any loss in pay due to the prorating of holiday pay. When an employee in a shared position

is not scheduled to work on an observed holiday the next scheduled working day shall be treated as the holiday;

(6) Employees in shared positions shall accrue seniority time in every relevant category at the same rate accorded to comparable full-time employees. No full-time employee accepting a shared position shall suffer any loss of or gap in seniority time in the relevant categories applicable to the full-time employment, but shall be treated as though on leave of absence from that full-time employment; and

(7) Any other benefits of employment for employees in shared positions shall be prorated at a rate of the appropriate shared-time percent of those available to comparable full-time employees, whenever the benefits are divisible. Contributions by the employer toward the benefits, if any, shall be equal to the appropriate share time percent of the full-time benefits. When not divisible; the cost of the full-time benefits normally allocable to the employer shall be allocated, the appropriate shared-time percent to the employee in a shared position, by payroll deduction, and the remaining percent to the employer. *

Sec. 6. **[43.61] ACCEPTANCE OF SHARED POSITIONS.** No employee holding a full-time or three-quarter time position on the effective date of this act shall be required to accept a shared position pursuant to sections 1 to 7.

Sec. 7. **[43.62] CONFLICTING LAWS.** Sections 1 to 7 shall be given effect notwithstanding any law or rule to the contrary. Sections 1 to 7 shall not affect, except as expressly provided therein, any existing labor agreement or personnel rule.

Sec. 8. **APPROPRIATION.** There is appropriated from the general fund in the state treasury to the commissioner of personnel for the purposes of sections 1 to 7 the following sum:

Fiscal year 1981 \$15,000

The approved complement of the department of personnel is increased by one person.

Sec. 9. This act is effective July 1, 1980 and expires June 30, 1982.

Approved April 15, 1980

* See the amendment to section 5 in Laws 1980, Chapter 618, Section 21.

CHAPTER 573—S.F.No. 2095

An act relating to Hennepin County; providing for a county personnel system; providing various conditions of public employment; amending Laws 1965, Chapter 855, Sections 1, 2, 3, 4, as amended, 5, 6, as amended, 7, as amended, 8, 9, 10, 11, 12, 13, 15, as amended, and 16; and Laws 1979, Chapter 198, Article 1, Section 2; repealing

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