

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

Section 1. Minnesota Statutes 1982, section 518.54, subdivision 2, is amended to read:

Subd. 2. **CHILD.** "Child" means an individual under 18 years of age, an individual under age 20 who is still attending secondary school, or an individual who, by reason of his physical or mental condition, is unable to support himself.

Sec. 2. **EFFECTIVE DATE.**

This act is effective the day following final enactment, and applies to all awards of child support made in actions for dissolution or legal separation commenced on or after that date.

Approved May 17, 1983

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**CHAPTER 145 — S.F.No. 568**

*An act relating to state government; providing for a permanent job sharing program; amending Minnesota Statutes 1982, sections 43A.41, subdivisions 4 and 5; 43A.42; 43A.43, subdivision 2; 43A.44, subdivisions 1 and 2; 43A.45; Laws 1981, chapter 210, section 55, as amended; repealing Minnesota Statutes 1982, sections 43A.41, subdivision 3; and 43A.43, subdivision 1.*

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

Section 1. Minnesota Statutes 1982, section 43A.41, subdivision 4, is amended to read:

Subd. 4. **SHARED POSITION.** "Shared position" means a position which has been converted from a full-time position into part-time positions of equivalent class which are in the same classification series and bargaining unit or plan for purposes of sections 43A.40 to 43A.46.

Sec. 2. Minnesota Statutes 1982, section 43A.41, subdivision 5, is amended to read:

Subd. 5. **PROGRAM.** "Program" means the Minnesota ~~demonstration~~ job sharing program.

Sec. 3. Minnesota Statutes 1982, section 43A.42, is amended to read:

**43A.42 POSITIONS AFFECTED.**

A total of 50 full-time positions within agencies of state government shall be selected for inclusion within the program. ~~These positions shall be selected within as few separate agencies as possible.~~ No fewer than 15 of these positions

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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. Minnesota Statutes 1982, section 43A.43, subdivision 2, is amended to read:

Subd. 2. **DUTIES AND POWERS.** The ~~coordinator~~ commissioner shall have the following powers and duties to:

(a) ~~Select, in cooperation with the affected agencies and the commissioner, the agencies and, the positions within the agencies to be included in the program;~~

(b) ~~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;~~

(c) ~~(b) 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;~~

(d) ~~(c) Assist the affected agencies and the commissioner in recruitment, selection and hiring for the affected positions;~~

(e) ~~(d) 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 43A.40 to 43A.46; and~~

(f) ~~(e) Monitor the positions selected pursuant to section 43A.41, in cooperation with the affected agencies and the commissioner, throughout the term of the program; and~~

(g) ~~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 clause (b) in addition to any other relevant information, and shall offer recommendations concerning the further increase of shared positions in the state service.~~

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Sec. 5. Minnesota Statutes 1982, section 43A.44, subdivision 1, is amended to read:

Subdivision 1. **SALARIES; CLASS.** A position selected by the ~~coordinator~~ commissioner pursuant to section 43A.43 shall be divided into shared positions to be paid 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.~~

Sec. 6. Minnesota Statutes 1982, section 43A.44, subdivision 2, is amended to read:

Subd. 2. **BENEFITS.** Employees in shared positions shall be eligible for the following benefits and subject to the following obligations:

(a) Membership in the Minnesota state retirement system, the teachers retirement association or the state patrol retirement fund, whichever is appropriate, except that, notwithstanding any provision of section 352.01, subdivisions 11 and 16; 352B.01, subdivision 3; 354.05, subdivisions 13 and 25; or 354.091, employees shall have allowable service for the purpose of meeting the minimum service requirements for eligibility to a retirement annuity or other retirement benefit credited in full, but shall have benefit accrual service for the purpose of computing a retirement annuity or other retirement benefit 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.

(b) Vacation and sick leave ~~accrual at the rate of the appropriate shared time percent of the entitlement of comparable full-time employees~~ accruals shall be prorated in accordance with the pertinent collective bargaining agreement or plan covering the position;

(c) 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;

(d) 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

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full-time employees electing the same program, the remainder to be paid by payroll deduction by the employee electing such coverage;

(e) 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 prorated holiday provisions of the applicable collective bargaining agreement or plan covering the position;

(f) 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; and

(g) 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 shared 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. 7. Minnesota Statutes 1982, section 43A.45, is amended to read:

#### 43A.45 ACCEPTANCE OF SHARED POSITIONS.

No employee holding a full-time or three-quarter time position on July 1, 1980 shall be required to accept a shared position pursuant to sections 43A.40 to 43A.46.

Sec. 8. Laws 1981, chapter 210, section 55, as amended by Laws 1982, chapter 560, section 61, is amended to read:

#### Sec. 55. REPEALER.

Minnesota Statutes 1980, chapter 43, is repealed. Sections 40 to 46 are repealed effective December 31, 1983.

#### Sec. 9. REPEALER.

Minnesota Statutes 1982, sections 43A.41, subdivision 3; and 43A.43, subdivision 1, are repealed.

Approved May 17, 1983

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