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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-SEVENTH SESSION

H. F. No. 1974

01/26/2012 Authored by Drazkowski, Downey and Gottwalt
The bill was read for the first time and referred to the Committee on Government Operations and Elections
02/16/2012 Adoption of Report: Pass and re-referred to State Government Finance

1.1 A bill for an act
1.2 relating to public employment; providing that certain contract terms do not
1.3 continue in effect after expiration of a collective bargaining agreement;
1.4 forbidding certain retroactive provisions; amending Minnesota Statutes 2010,
1.5 section 179A.20, subdivision 6, by adding a subdivision.

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

1.7 Section 1. Minnesota Statutes 2010, section 179A.20, subdivision 6, is amended to
1.8 read:

1.9 Subd. 6. **Contract in effect.** During the period after contract expiration and prior to
1.10 the date when the right to strike matures, and for additional time if the parties agree, the
1.11 terms of an existing contract shall continue in effect and shall be enforceable upon both
1.12 parties, except as provided in paragraph (b).

1.13 (b) A contract term does not continue in effect and is not enforceable after the
1.14 expiration date stated in the contract, and the parties may not agree to extend or honor a
1.15 contract term beyond the expiration date of the contract if the contract term would:

1.16 (1) provide a wage or salary increase to an employee, including but not limited to
1.17 an increase based on cost of living, longevity, education or training, or performance or
1.18 merit; or

1.19 (2) provide an increase in the dollar amount of an employer contribution for
1.20 insurance benefits above the amount paid under the expired contract.

1.21 **EFFECTIVE DATE.** This section is effective the day following final enactment.
1.22 For a collective bargaining agreement that expired before the effective date of this section,
1.23 the requirements of this section apply to limit wages and benefits to the levels and amounts
1.24 in effect on the effective date of this section.

2.1 Sec. 2. Minnesota Statutes 2010, section 179A.20, is amended by adding a subdivision
2.2 to read:

2.3 Subd. 7. **Retroactivity prohibited.** An employer may not enter into a contract, and
2.4 an arbitrator may not issue an interest arbitration award, that would retroactively provide a
2.5 wage or salary increase or retroactively provide an increase in the dollar amount of an
2.6 employer contribution for benefits.

2.7 **EFFECTIVE DATE.** This section is effective the day following final enactment.