

## S.F. No. 1632 – Public Labor Relations Modifications

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Section 1. **Access by labor organizations.** Requires personnel data be disseminated to labor organizations to the extent necessary to conduct elections, notify employees of fair share fee assessments, and implement the provisions of chapters 179 and 179A.

Section 2. **Plan.** Allows a school board or charter school to adopt an e-learning day plan after meeting and negotiating with the teachers’ representative.

Section 3. **Limitations on license.** Allows a Tier 1 teacher to be part of a labor organization.

Section 4. **Exceptions.** Makes technical changes. Modifies which licensed teachers are part of the collective bargaining unit to include community education instructors that have to have a teaching license, except for driver education instructions.

**Effective Date.** Makes the section effective for the 2023-2024 school year and later.

Section 5. **Probationary period.** Modifies the minimum time a probationary teacher must complete teaching service each year during the probationary period from 120 days to 60 days.

Section 6. **Probationary period; discharge or demotion.** Modifies the probationary period of a teacher’s first teaching experience for teachers in public schools in cities of the first class to anywhere in Minnesota rather than a single district. Modifies the minimum time a probationary teacher must complete teaching service each year during the probationary period from 120 days to 60 days.

Section 7. **Public employee or employee.** Modifies that a “public employee” does not include positions that are temporary or seasonal, but it does include those employees working for a Minnesota school district or charter school.

Section 8. **Teacher.** Defines “teacher” as a public employee in a position that provides instruction to children in a prekindergarten or early learning program. Makes an exception that an employee in a bargaining unit certified before January 1, 2023, may remain in a bargaining unit that does not include teachers unless an exclusive representative files a petition for a unit clarification or to transfer exclusive representative status.

**Effective Date.** Makes the section effective July 1, 2023.

Section 9. **Terms and conditions of employment.** Modifies the “terms and conditions of employment” definition to include staffing ratios, class sizes in school districts and charter schools, student testing, and student-to-personnel ratios in school districts.

Section 10. **Liability.** Requires that a public employer, a labor organization, or any of its employees or agents must not be liable for and must have a complete defense to claims or actions under the laws of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees. Clarifies that this section applies to claims or actions pending on or after the effective date. States that this section clarifies rather than changes state law on pending claims.

**Effective Date.** Makes the section effective the day following final enactment.

Section 11. **Time off.** Modifies to include that a public employer must provide for a leave of absence to elected or appointed officials of an affiliate of an exclusive representative.

Section 12. **Bargaining unit information.** Requires that a public employer provide an exclusive representative contact information of a newly hired bargaining unit employee within ten calendar days from the date of hire. Requires a public employer provide an exclusive representative contact information for all bargaining unit employees beginning January 1, 2024, and every 120 calendar days after.

Section 13. **Access.** (a) Requires a public employer provide an exclusive representative access to members of the bargaining unit including the right to meet on worksite premises during the workday to discuss various matters, and the right to meet with newly hired employees. (b) Requires a public employer provide an exclusive representative access to the employer’s email system to communicate with bargaining unit members regarding various matters. (c) Requires a public employer provide an exclusive representative access to public employer facilities to conduct meetings regarding various matters. Clarifies that meetings conducted in government buildings under this subdivision must not be for the purpose of supporting or opposing partisan political office candidates. Clarifies that an exclusive representative that conducts a meeting under this subdivision may be charged for costs that would not otherwise be incurred by the government entity.

Section 14. **Witnesses; subpoenas; depositions; discovery.** Modifies to include that an arbitrator may issue a protective order to prevent the disclosure of data classified as nonpublic or private pursuant to chapter 13.