



## OVERVIEW 2025

# BMS JURISDICTION

1939 - MN Labor Relations Act (MLRA) - MN Stat. § 179

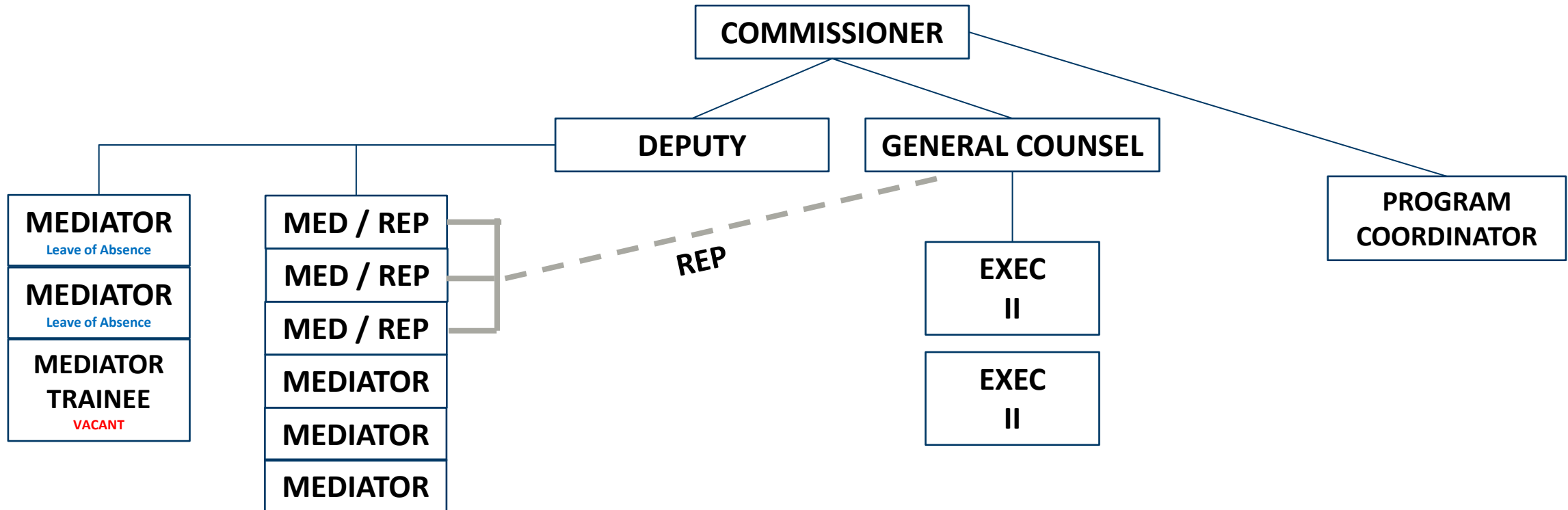
1971 - Public Employment Labor Relations Act (PELRA) - MN Stat. § 179A

- It is the public policy of this state to promote orderly and constructive relationships between all public employers and their employees.

1994 - Data Practices Act – M.S. 13.37 & 13.43

2020 - Peace Officer Grievance Arbitration Selection Procedure  
– M.S. 626.892

# BMS ORG STRUCTURE



# BMS PROGRAMS

- Mediation
  - Grievance
  - Contract
- Representation
- Training and Facilitation
  - LMC
  - IBCB
- Arbitration

# MEDIATION

- Largest portion of the agency's cases
- Grievance Mediation (In contract or by mutual agreement)
  - Resolve more than 80%
- Contract Mediation
  - Settle more than 90%
  - Strike timelines and Arbitrations tied to the process
- Emphasizes problem solving

# STRIKE TRENDS

Decade	Notices	Strikes	%
1980s	623	83	13.3%
1990s	183	24	13.1%
2000s	97	27	27.8%
2010s	25	0	0.0%
2020-2024	55	9	16.4%

# REPRESENTATION

- Several types of Representation questions
  - Unit Determination and Certification
  - Decertification Elections
  - Unit Clarification
  - Challenge
  - Transfer
  - Division
  - Unit Merger

# TRAINING & FACILITATION

- Labor Management Committee (LMC)
- Interest-Based Collective Bargaining (IBCB)
- PELRA
- Mediation
- Representation
- Committee Effectiveness
- Path Forward Discussion (PFD)



# ARBITRATION

- Arbitration Rosters
  - Main Roster
  - Peace Officer Grievance Arbitration Roster (POGAR)
- Contract (Interest) – Essential Units or Mutual agreement
- Grievance
- Decisions are binding on both parties
- Arbitrators are not employees of the agency

# INITIATIVES

- Coffee with the Commissioner
- Rulemaking
- POGAR Training
- Case Management System Upgrades

# Thank You!

**Commissioner Johnny Villarreal**

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