

# SENATE BILL No. 1018

March 14, 2012, Introduced by Senators HILDENBRAND, PAVLOV, BOOHER, COLBECK, KOWALL, ROBERTSON, EMMONS, PROOS, BRANDENBURG, WALKER, CASWELL, CASPERSON, JONES, HANSEN, MEEKHOF, MOOLENAAR, PAPPAGEORGE, GREEN, MARLEAU, JANSEN, SCHUITMAKER and HUNE and referred to the Committee on Reforms, Restructuring and Reinventing.

A bill to amend 1947 PA 336, entitled

"An act to prohibit strikes by certain public employees; to provide review from disciplinary action with respect thereto; to provide for the mediation of grievances and the holding of elections; to declare and protect the rights and privileges of public employees; to require certain provisions in collective bargaining agreements; and to prescribe means of enforcement and penalties for the violation of the provisions of this act,"

by amending sections 1 and 14 (MCL 423.201 and 423.214), section 1 as amended by 1999 PA 204.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 1. (1) As used in this act:

2       (a) "Bargaining representative" means a labor organization  
3 recognized by an employer or certified by the commission as the  
4 sole and exclusive bargaining representative of certain employees  
5 of the employer.

6       (b) "Commission" means the employment relations commission

1 created in section 3 of 1939 PA 176, MCL 423.3.

2 (c) "Intermediate school district" means that term as defined  
3 in section 4 of the revised school code, 1976 PA 451, MCL 380.4.

4 (d) "Lockout" means the temporary withholding of work from a  
5 group of employees by means of shutting down the operation of the  
6 employer in order to bring pressure upon the affected employees or  
7 the bargaining representative, or both, to accept the employer's  
8 terms of settlement of a labor dispute.

9 (e) "Public employee" means a person holding a position by  
10 appointment or employment in the government of this state, in the  
11 government of 1 or more of the political subdivisions of this  
12 state, in the public school service, in a public or special  
13 district, in the service of an authority, commission, or board, or  
14 in any other branch of the public service, subject to the following  
15 exceptions:

16 (i) ~~Beginning March 31, 1997, a~~ **A** person employed by a private  
17 organization or entity ~~that~~ **WHO** provides services under a time-  
18 limited contract with ~~the~~ **THIS** state or a political subdivision of  
19 ~~the~~ **THIS** state **OR WHO RECEIVES A DIRECT OR INDIRECT GOVERNMENT**  
20 **SUBSIDY IN HIS OR HER PRIVATE EMPLOYMENT** is not an employee of ~~the~~  
21 **THIS** state or that political subdivision, and is not a public  
22 employee. **THIS PROVISION SHALL NOT BE SUPERSEDED BY ANY INTERLOCAL**  
23 **AGREEMENT, MEMORANDUM OF UNDERSTANDING, MEMORANDUM OF COMMITMENT,**  
24 **OR OTHER SIMILAR DOCUMENT.**

25 (ii) ~~If, within 30 days after the effective date of the~~  
26 ~~amendatory act that added this subparagraph,~~ **IF BY APRIL 9, 2000** a  
27 public school employer that is the chief executive officer serving

1 in a school district of the first class under part 5A of the  
2 revised school code, 1976 PA 451, MCL 380.371 to 380.376, issues an  
3 order determining that it is in the best interests of the school  
4 district, then a public school administrator employed by a school  
5 district that is a school district of the first class under **PART 6**  
6 **OF** the revised school code, 1976 PA 451, MCL ~~380.1~~**380.401** to  
7 ~~380.1852~~**380.485**, is not a public employee for purposes of this  
8 act. The exception under this subparagraph applies to public school  
9 administrators employed by that school district after the date of  
10 the order described in this subparagraph whether or not the chief  
11 executive officer remains in place in the school district. This  
12 exception does not prohibit the chief executive officer or board of  
13 a school district of the first class or its designee from having  
14 informal meetings with public school administrators to discuss  
15 wages and working conditions.

16 (f) "Public school academy" means a public school academy or  
17 strict discipline academy organized under the revised school code,  
18 1976 PA 451, MCL 380.1 to 380.1852.

19 (g) "Public school administrator" means a superintendent,  
20 assistant superintendent, chief business official, principal, or  
21 assistant principal employed by a school district, intermediate  
22 school district, or public school academy.

23 (h) "Public school employer" means a public employer that is  
24 the board of a school district, intermediate school district, or  
25 public school academy; is the chief executive officer of a school  
26 district in which a school reform board is in place under part 5A  
27 of the revised school code, 1976 PA 451, MCL 380.371 to 380.376; or

1 is the governing board of a joint endeavor or consortium consisting  
2 of any combination of school districts, intermediate school  
3 districts, or public school academies.

4 (i) "School district" means that term as defined in section 6  
5 of the revised school code, 1976 PA 451, MCL 380.6, or a local act  
6 school district as defined in section 5 of the revised school code,  
7 1976 PA 451, MCL 380.5.

8 (j) "Strike" means the concerted failure to report for duty,  
9 the willful absence from one's position, the stoppage of work, or  
10 the abstinence in whole or in part from the full, faithful, and  
11 proper performance of the duties of employment for the purpose of  
12 inducing, influencing, or coercing a change in employment  
13 conditions, compensation, or the rights, privileges, or obligations  
14 of employment. For employees of a public school employer, strike  
15 also includes an action described in this subdivision that is taken  
16 for the purpose of protesting or responding to an act alleged or  
17 determined to be an unfair labor practice committed by the public  
18 school employer.

19 (2) This act does not limit, impair, or affect the right of a  
20 public employee to the expression or communication of a view,  
21 grievance, complaint, or opinion on any matter related to the  
22 conditions or compensation of public employment or their betterment  
23 as long as the expression or communication does not interfere with  
24 the full, faithful, and proper performance of the duties of  
25 employment.

26 Sec. 14. (1) An election shall not be directed in any  
27 bargaining unit or any subdivision within which, in the preceding

1 12-month period, a valid election was held. The commission shall  
2 determine who is eligible to vote in the election and shall  
3 promulgate rules governing the election. In an election involving  
4 more than 2 choices, ~~where-IF~~ none of the choices on the ballot  
5 receives a majority vote, a runoff election shall be conducted  
6 between the 2 choices receiving the 2 largest numbers of valid  
7 votes cast in the election. An election shall not be directed in  
8 any bargaining unit or subdivision thereof where there is in force  
9 and effect a valid collective bargaining agreement ~~which-THAT~~ was  
10 not prematurely extended and ~~which-THAT~~ is of fixed duration. A  
11 collective bargaining agreement ~~shall-DOES~~ not bar an election upon  
12 the petition of persons not parties thereto ~~where-IF~~ more than 3  
13 years have elapsed since the agreement's execution or last timely  
14 renewal, whichever was later.

15 (2) AN ELECTION SHALL NOT BE DIRECTED FOR, AND THE COMMISSION  
16 OR A PUBLIC EMPLOYER SHALL NOT RECOGNIZE, A BARGAINING UNIT OF A  
17 PUBLIC EMPLOYER CONSISTING OF INDIVIDUALS WHO ARE NOT PUBLIC  
18 EMPLOYEES. A BARGAINING UNIT THAT IS FORMED OR RECOGNIZED IN  
19 VIOLATION OF THIS SUBSECTION IS INVALID AND VOID.

20 Enacting section 1. This amendatory act is curative, reflects  
21 the original intent of the legislature, and is retroactive.