

Legislative Analysis



INCLUDE MINIMUM STAFFING LEVELS AS REQUIRED SUBJECT OF BARGAINING

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4688 as introduced
Sponsor: Rep. Jim Haadsma
Committee: Labor
Complete to 9-13-23

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4688 would amend 1947 PA 336, the Public Employment Relations Act (PERA), to require the inclusion of minimum staffing levels as a subject of collective bargaining between a public employer and the representative of its employees.

Under PERA, public employers are required to participate in collective bargaining by conferring in good faith with their employees' bargaining representatives with respect to wages, hours, and other terms and conditions of employment. Collective bargaining also requires a public employer to participate in the negotiation of a collective bargaining agreement (CBA) and to execute a written contract, ordinance, or resolution that incorporates any agreement reached by the parties, but neither the employer nor the representative is required to agree to a proposal, make a concession, or enter into a CBA.

House Bill 4688 would specify that "other terms and conditions of employment," as described above, would include minimum staffing levels within the bargaining unit. Minimum staffing levels would also be considered a condition of employment with respect to a bargaining representative's collective bargaining responsibilities.

MCL 423.211 and 423.215

FISCAL IMPACT:

The bill could potentially increase staffing costs to the state, local school districts, intermediate school districts (ISDs), and public school academies (PSAs). Any fiscal impacts would be directly related to whether any collective bargaining negotiations result in agreements pertaining to minimum staffing levels that raise current staffing levels in any state offices or schools.

There are 10 state collective bargaining units represented by exclusive representatives that negotiate employment contracts with the Office of the State Employer, and they make up 71% of the total state classified workforce.

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