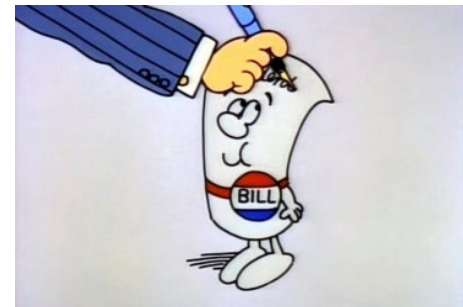
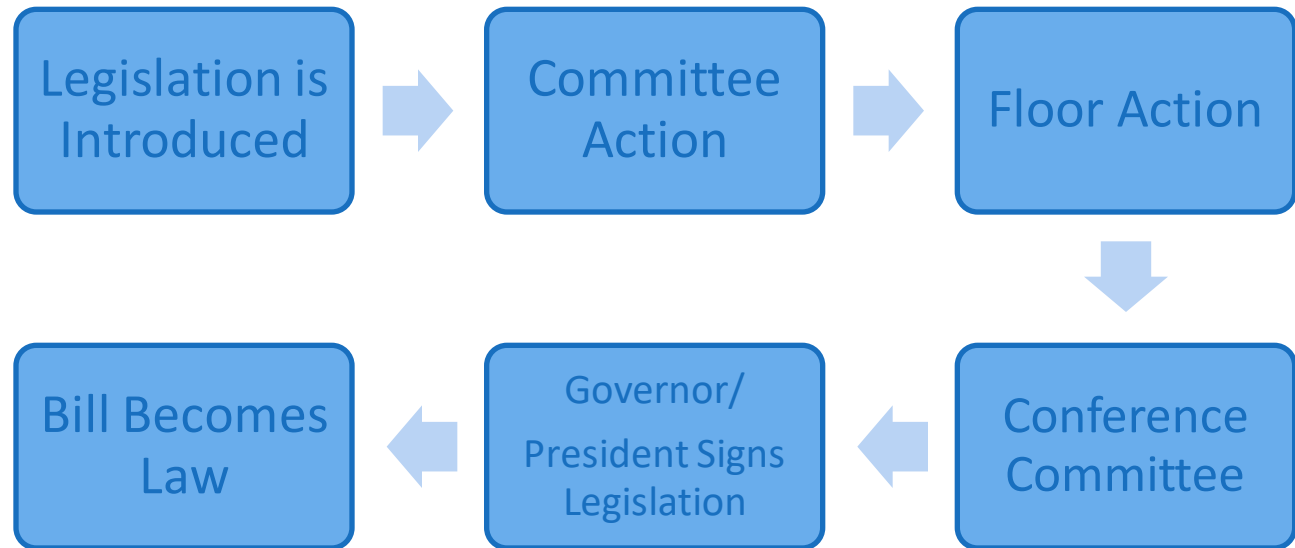


A close-up, slightly blurred photograph of the American flag, focusing on the blue field with white stars. The stars are arranged in a grid pattern, and the stripes of the flag are visible in the lower portion of the image. The lighting is soft, and the colors are vibrant.

# Legislative Update

MCHRMA – May 2, 2023

# The Legislative Process



A vertical strip on the left side of the slide shows a close-up of the American flag, focusing on the blue field with white stars and the red and white stripes.

# Next Steps

- What is an omnibus bill and why are they talking about that bill now?
  - An omnibus bill is a large bill that is generally made up of numerous smaller bills on the same broad topic. Often the smaller bills are heard in committee and then laid over for possible inclusion in the omnibus bill rather than passing each bill separately.
- Everything needs to be done by adjournment, which is **midnight, Monday, May 20.**

# What is Advocacy?

- **Advocacy** – The act of pleading or arguing in favor of something, such as a cause, idea or policy; active support.

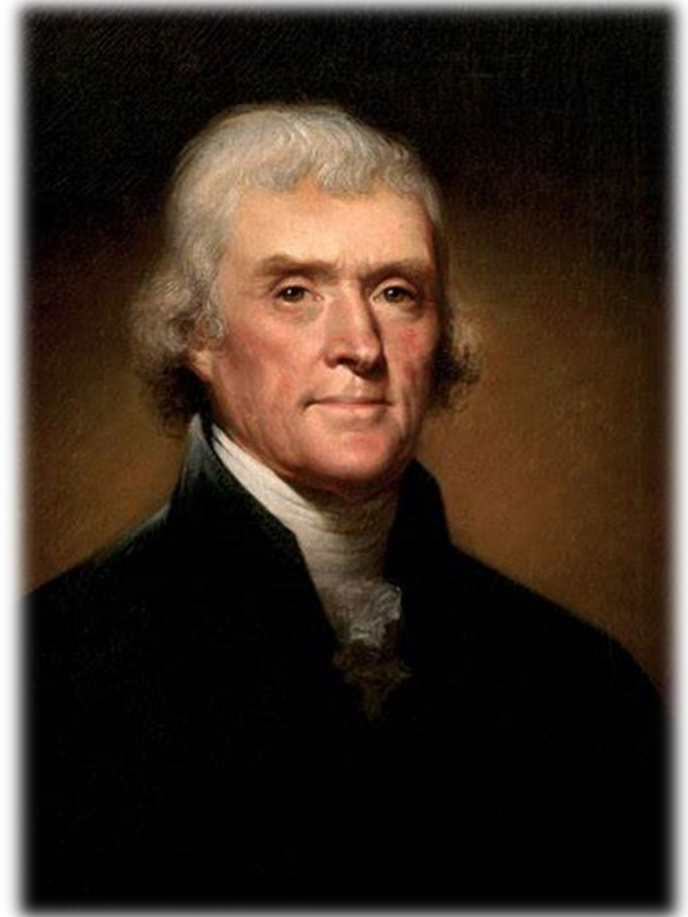
The American Heritage Dictionary  
of the English Language – 4<sup>th</sup> Edition



# The Importance of Advocacy

“America is not governed by the majority, but the majority of those who participate.”

- Thomas Jefferson



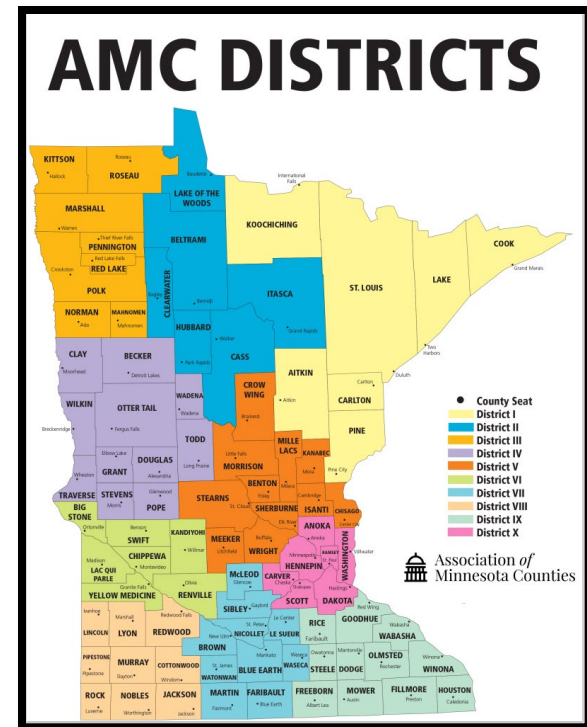
# Current Representation - Federal

- 118<sup>th</sup> Congress
- President: Joe Biden – Democrat
- Vice President: Kamala Harris – Democrat
- U.S House of Representatives (2-year term)
  - 217 Republicans
  - 212 Democrats
  - 6 Vacancies
- U.S. Senate (6-year term)
  - 49 Republican
  - 48 Democrat
  - 3 Independent (Caucus with the Democrats)



# Current Representation - Minnesota

- Governor: Tim Walz – Democrat
- Lieutenant Governor: Peggy Flanagan – Democrat
- House of Representatives
  - 70 DFL
  - 64 Republican
- Senate
  - 34 DFL
  - 33 Republican



A vertical strip on the left side of the slide shows a close-up of the American flag, focusing on the blue field with white stars and the red and white stripes.

# What to Watch

- [HF 5040/SF 4643](#) Pensions
  - Correctional Plan
    - Changes the employee contribution rate by 1% (5.83% to 6.83%)
    - Changes the employer contribution rate by 1.5% (8.75% to 10.25%)
    - Increases multiplier from 1.9% to 2.2%



# Keep Watching...

- [HF 5363/SF 5430](#) Paid Family Leave “MN Paid Leave Law”
  - Paid Leave Information: [Paid Leave / Minnesota Department of Employment and Economic Development \(mn.gov\)](#)
  - **Remember:** Beginning July 2024, most employers will be required to report wage detail reports quarterly.
  - Modifies several definitions
    - Subd. 27a. **Initial week.**  
"Initial week" means the first seven days of a leave. For intermittent leave, initial week means seven consecutive calendar days from the effective date of leave and does not mean the aggregate accumulation of seven days of leave.
  - Changes the date of premium rate adjustment
    - From January 1, 2027 to November 15, 2026 and November 15 after.
  - Establishes and ‘initial week’ eligibility standard

A vertical strip of an American flag is visible on the left side of the slide, showing the blue field with white stars and the red and white stripes.

# We're Not Done Yet...

- [SF 5266/HF 5217](#) “Earned Sick and Safe Time”
  - Provides rulemaking to the Commissioner
  - Makes modifications to ESST
  - Changes “hourly” rate to “base” rate
    - Notes that base rate does not include shift differential, premium pays, etc.
  - Clarifies that absences are more than three consecutive scheduled workdays
  - Adjusts smallest increment of time tracked to same increment of time employees are paid
  - Employer may provide required statements in writing or electronically

A vertical strip on the left side of the slide shows a close-up of the American flag, with the blue field containing white stars and the red and white stripes visible below.


# There's even more!

- Weather event exception
  - Employee' preassigned work duties during a public emergency or weather event would require employee to respond
  - Employee is a peace officer, telecommunications, guard at a correctional facility or holds a CDL
  - Meets one of the two conditions
    - Represented by an exclusive representative and bargaining agreement or memorandum of agreement clearly references the waiving of ESST
    - Not represented, but is necessary to maintain minimum staffing levels and has a written policy that meets requirements

A vertical strip on the left side of the slide shows a close-up of the American flag, with the blue field containing white stars and the red and white stripes visible below.

# There can't possibly be more...

- No effect on more generous sick and safe time policies
  - Employers not discouraged to have more generous policies provided that
    - provided that **all time provided** to an employee by an employer for absences from work due to personal illness or injury, but not including short-term or long-term disability or other salary continuation benefits, **meet or exceed the minimum standards and requirements provided in sections 181.9445 to 181.9448.**

A vertical strip on the left side of the slide shows a close-up of the American flag, with the blue field containing white stars and the red and white stripes visible below.

# Not all recently implemented legislation will change, right??

- [SF 5266/HF 5217](#) “PELRA Changes”
  - Changes notification of new employee from 20 calendars from hire to 20 calendar days after the employee is hired.
  - Information to the unit’s exclusive representative or affiliate
  - Must notify exclusive representative within 20 calendar days of a separation or transfer and whether transfer was a promotion, demotion, discharge, resignation or retirement
  - Adds “the representative’s agent” to the list to meet with a newly hired employee
    - Within 30 days of hire
    - With pay to new employee AND representative’s agent
  - Public employer only allowed by mutual agreement

A vertical strip on the left side of the slide shows a close-up of the American flag, focusing on the blue field with white stars and the red and white stripes.

## Tell Us More...

- Majority verification procedures change
  - If no current exclusive representative, a petition may be submitted requesting certification
  - Petition must verify that over 50 percent of the employees in unit wish to be represented, the Commissioner must certify as the exclusive representative without ordering an election
- Provides rulemaking to the Commissioner of the Bureau of Mediation Services

A vertical strip of an American flag is visible on the left side of the slide, showing the blue field with white stars and the red and white stripes.

# Are We Done Yet?

- [HF 3446 / SF 3588](#) “Striking Workers”
  - Removes strike from the list of ineligible reasons to collect unemployment

# Resources



Minnesota Legislature

House ▾ Senate ▾ Joint ▾ Schedules ▾ Committees ▾ Bills ▾ Law ▾ Multimedia ▾ Publications ▾

Office of the Revisor of Statutes

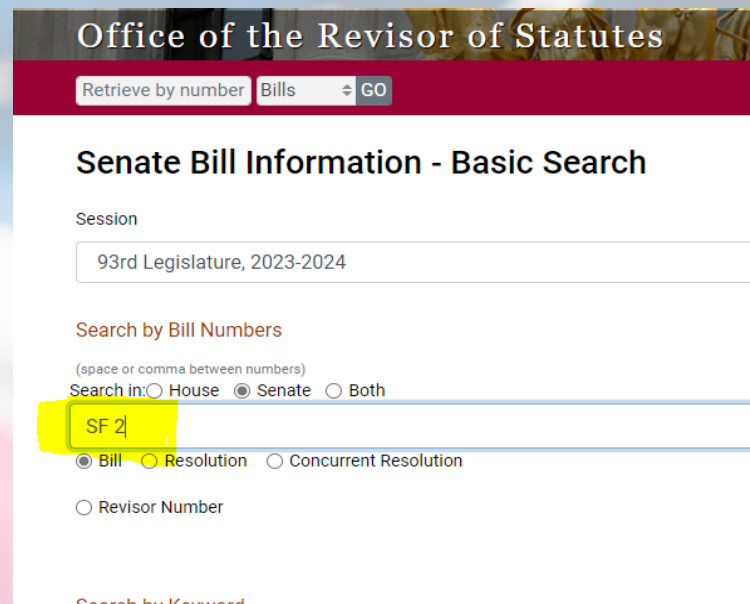
Retrieve by number Statutes ▾ GO Statutes Laws Rules Court Rules Constitution Revisor's Office ▾ Search Law by Keyword

## Office Information

The Revisor's Office is a nonpartisan office of the Minnesota Legislature. The office provides confidential drafting services of legislative and administrative documents. Since its founding in 1939, the office has served as the compiler of Minnesota Statutes and is the official publisher of Minnesota Statutes, Laws, and Rules.

Tweets by @MNRevisor

- [www.revisor.mn.gov](http://www.revisor.mn.gov)
- Combined Legislative Meeting Calendar: [Combined Calendar - Minnesota Legislature \(mn.gov\)](http://www.mn.gov)
- Conference Committee Activities: [Conference Committees - Minnesota Legislature \(mn.gov\)](http://www.mn.gov)



Office of the Revisor of Statutes

Retrieve by number Bills ▾ GO

### Senate Bill Information - Basic Search

Session

93rd Legislature, 2023-2024

Search by Bill Numbers

(space or comma between numbers)

Search in:  House  Senate  Both

SF 2

Bill  Resolution  Concurrent Resolution

Revisor Number

Search by Keyword

# Check your Inbox

- Association of Minnesota Counties (AMC)
  - AMC Updates (email and virtual) throughout the session
    - Next Virtual Update: May 13 9:00 am – 10:00 am
      - Register at: [Meeting Registration - Zoom](#)
  - Anyone in the AMC database should be receiving the emails. If you are not and would like to, contact [Becky Pizinger](#) at AMC





**HEY YOU! THANK YOU!**

## **Thank you!**

Matt Hilgart, Association of MN Counties (AMC)

Melanie Ault, AMC HR Technical Assistance Program

Matt Massman, MN Inter-County Association (MICA)

Jim Gottschald, St. Louis County HR Director



“Compromise: An agreement between two men to do what both agree is wrong.” – Lord Edward Cecil

“Politics is the art of looking for trouble, finding it everywhere, diagnosing it incorrectly and applying the wrong remedies.” – Ernest Benn

“Let us not seek the Republican answer or the Democratic answer, but the right answer. Let us not seek to fix the blame for the past. Let us accept our own responsibility for the future.” – John F. Kennedy

“The most important political office is that of the private citizen.” – Louis D. Brandeis



MCHRMA Spring Conference - May 2, 2013

# QUESTIONS?

Laura Elvebak, Human Resources Director  
Blue Earth County

[laura.elvebak@blueearthcountymn.gov](mailto:laura.elvebak@blueearthcountymn.gov)

507-304-4286

