



Engineering Minnesota's Future

Please make sure the state MGEC 2015-2017 Contract is ratified this session.

All other state employee contracts and plans were passed in 2016. The MGEC contract went to Interest Arbitration because of the state's adherence to Pattern Bargaining which, by the way, ignores state law. Pattern Bargaining results when MMB negotiates one contract with AFSCME and then seeks to apply the same terms to all other bargaining units as if there were no differences between them. The law says MMB is to consider pay rates for their employees taking into account the rate of pay of other employers (public and private) that have positions like those of the State. Engineers are considered "essential" in MN Law. Consequently, if they can't reach a voluntary agreement, their only recourse is binding arbitration. That's what MGEC did. It's only fair the state honor the arbitrator's decision.

Minnesota State Statute 43A.18, Subd. 8.

In preparing management negotiating positions for compensation which is established pursuant to subdivision 1, and in establishing, recommending and approving total compensation for any position within the plans covered in subdivisions 2, 3 and 4, the commissioner shall assure that:

(b) Compensation for state positions bears reasonable relationship to compensation for similar positions outside state service;

The arbitrator awarded an extra 1% pay to some engineering positions. More importantly, the arbitrator directed the parties to address the remaining compensation disparities in the next round of bargaining.

"In the undersigned's opinion, the previously described pay disparities and the shrinking percentage trend produced by adherence to pattern bargaining over the past sixteen years establishes *that the Employer has not satisfied its statutory obligation to maintain "... a reasonable relationship to compensation for similar positions outside state service; ..." as required by Minnesota law.*"

The MGEC contract covers over 1,000 employees working as Engineers, Land Surveyors and Engineering Specialists. If the MGEC Contract is not passed, state Engineers, Land Surveyors and Engineering Specialists will suffer a 5-7% pay cut starting the day after the legislature adjourns. The MGEC contract contains provisions like other approved state employee contracts that were approved in 2016. Due to pay equity issue and a desire to attract good candidates, the governor approved pay increases for commissioners. The Legislature will receive long overdue increases to their compensation. Please **do the same for the MGEC Contract and find a way to pass it this session.**

Suggested language to ratify the MGEC (Engineers/Land Surveyors) Contract:

- 1.1 A bill for an act
- 1.2 relating to state government; ratifying the Minnesota Government Engineering
- 1.3 Council labor agreement and arbitration award.
- 1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.5 Section1. LABOR AGREEMENT RATIFIED; MINNESOTA GOVERNMENT
- 1.6 ENGINEERING COUNCIL.
- 1.7 The arbitration award and labor agreement between the state of Minnesota and
- 1.8 the Minnesota Government Engineering Council, submitted to the Legislative
- 1.9 Coordinating Commission Subcommittee on Employee Relations on July 28, 2016,
- 1.10 and implemented as provided in Minnesota Statutes, section 3.855, subdivision
- 1.11 2, are ratified.
- 1.12 **EFFECTIVE DATE,** This section is effective the day following final enactment.