

Current Law	HF 291 Language	Proposed Amendment Changes
<p>No exemption exists for “public safety employees”</p>	<p>“Public safety employee” means a public employee who is employed as one of the following:</p> <ul style="list-style-type: none"> • Sheriff, or a sheriff’s regular deputy • A marshal or police officer of a city • A member, except a non-peace officer member, of the division of state patrol, narcotics enforcement, state fire marshal, or criminal investigation, including but not limited to a gambling enforcement officer, who has been duly appointed by the department of public safety in accordance with section 80.15 • A conservation officer or park ranger as authorized by section 456A.13 • A permanent or full-time fire fighter of a city <p>Page 1, section 1, lines 5-21</p>	<p>The proposed amendment would add a motor vehicle enforcement officer employed by the department of transportation to the list of “public safety employees” who are exempt from many changes in this bill</p>
<p>States that it is within an employers right to suspend or discharge public employees for proper cause</p>	<p>Removes the phrase “for proper cause”</p> <p>Page 2, section 4, line 15</p>	<p>Re-instates the phrase, “for proper cause”</p>
<p>No reference to a threshold because there is no exemption for “public safety employees”</p>	<p>In order for a bargaining unit to qualify as one that receives the “public safety employment” exemption, at least 50% of the employees in that unit must be “public safety employees”</p>	<p>This amendment will lower the threshold from 50% to 30%</p>

<p>Mandates that the following topics be the subject of collective bargaining:</p> <ul style="list-style-type: none"> • Wages • Hours • Vacations • Insurance • Holidays • Leaves of absence • Shift differentials • Overtime compensation • Supplemental pay • Seniority • Transfer procedures • Job classifications • Health and safety matters • Evaluation procedures • Procedures for staff reduction • In-service training • Other matters mutually agreed upon <p>Only current prohibited topic:</p> <ul style="list-style-type: none"> • All retirement systems 	<p>For non-public safety employees, the list of prohibited items is as follows:</p> <ul style="list-style-type: none"> • All retirement systems • Dues checkoffs • Payroll deductions for PACs or other political contributions or political activities • Insurance • Leaves of absence for political activities • Supplemental pay • Transfer procedures • Evaluation procedures • Procedures for staff reduction • Release time • Subcontracting public services • Grievance procedures • Seniority and any wage increase, employment benefit, or other employment advantage based on seniority <p>Page 3, section 6, lines 10-20</p>	<p>This amendment will remove the following from the list of prohibited items and moves them to permissive:</p> <ul style="list-style-type: none"> • Release time • Grievance procedures • Seniority and any wage increase, employment benefit, or other employment advantage based on seniority
<p>A city or civil service employee has the right to appeal the civil service commission's decision to district court</p>	<p>Strikes the ability for a city or any civil service employee to appeal to the district court from the final ruling or decision of the civil service commission with regards disciplinary action</p> <p>Page 43, section 62, lines 24-35 Page 42, section 62, lines 1-6</p>	<p>Removes this strike and reverts the chapter language back to how it was originally written: a city or civil service employee has the right to appeal the civil service commission's decision to district court</p> <p>Adds language mandating the court must give deference to the commission's ruling</p>

	<p>If a municipal fire fighter or police officer is discharged, demoted, or suspended, they would not be considered a “member in good standing” and therefore would not receive their pension benefits under the Municipal Fire and Police Retirement System (MFPRS)</p> <p>Page 45, section 64, lines 13-23</p>	<p>Removes the changes made to this section so nothing in this bill will affect the MFPRS</p> <p>Note: This change was never intentional, the drafter made what he felt were conforming changes and it was brought to our attention that they were instead substantive</p>
<p>No mandate in this section of code that states and employer provide health insurance to their employees</p>	<p>Mandates that all employers provide health insurance to their employees</p> <p>Page 46, Section 67. Lines 3-7</p>	<p>Adds language to clarify that an employer is only required to provide health insurance to their regular full time employees</p>
	<p>HF 291 removes certain rights for collective bargaining that would affect state and municipal government employees. These changes could risk the receipt of federal transit funds for transit authorities.</p> <p>As a condition for receipt of federal transit funds, the Federal Transit Authority and the U.S. Department of Labor require all state and local transit authorities requesting federal transit funds to certify that the transit authorities continue to provide previously existing collective bargaining rights for their government transit employees</p>	<p>Adds language that will classify municipal transit employees as public safety employees. This will retain previously existing collective bargaining rights for municipal transit employees</p>