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AT A GLANCE

- The Bureau of Mediation Services (BMS) oversees the collective bargaining relationship between all public sector employers, charitable hospitals, some private sector employers and their unionized employees.
- Of the 260,000 MN Public Employees; 72% work under 3,548 union contracts.
- In FY18 the BMS received 1,032 requests for service and during the same period there were zero strikes.
- BMS grant funding helped nonprofit mediation centers to provide conflict resolution services in approximately 2,007 neighbor, family, school, housing and other similar types of cases in 2017.

PURPOSE

The BMS mission is to promote orderly and constructive labor-management relations and to advance the use of alternative dispute resolution and collaborative processes.

Labor-Management Relations

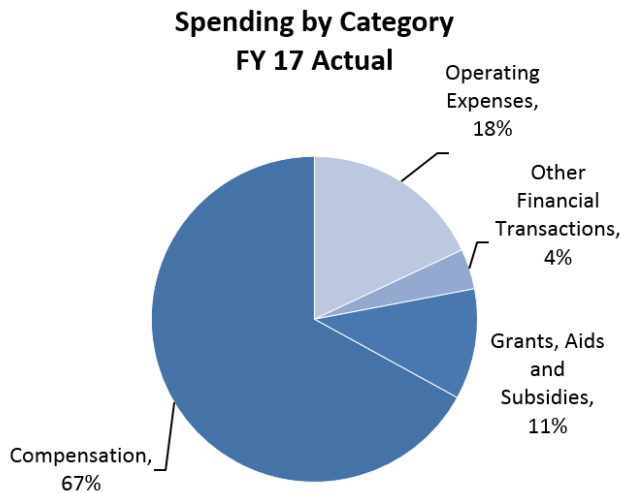
1. The BMS monitors collective bargaining disputes and works to prevent strikes and arbitration by directly mediating labor negotiations and grievances and by providing labor-management training.
2. Representation rights (employee's right to unionize or refrain from such) are regulated through a quasi-judicial administrative process including administrative investigations, hearings and elections.
3. BMS clients are: employers, labor organizations, employees, elected officials, labor attorneys and other labor relations professionals.
4. BMS assists the Public Employment Labor Relations Board while the independent board prepares to resolve unfair labor practice claims beginning July 1, 2020.

Alternative Dispute Resolution and Collaborative Processes

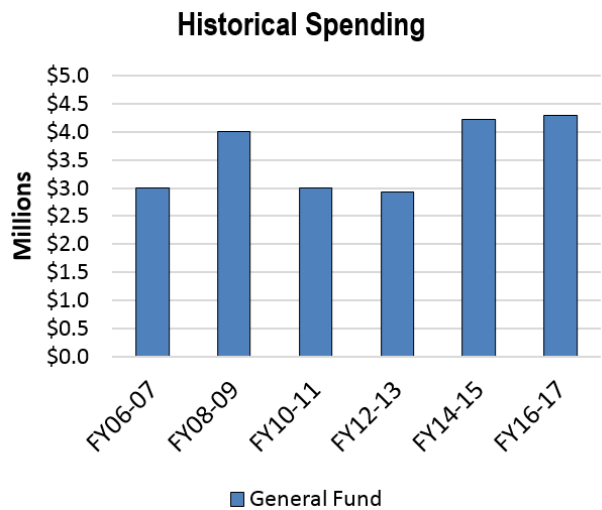
Through the Office of Collaboration and Dispute Resolution (OCDR), BMS provides: 1) public policy collaborative problem solving services; 2) funds and promotes the broad use of community-based dispute resolution across Minnesota; and, 3) assistance to other state and local agencies in effectively implementing collaborative and dispute resolution initiatives. The OCDR works with elected officials, state and local government employees, and citizen stakeholders to develop sustainable solutions to contentious public policy issues.

The BMS contributes to the statewide outcomes of: **A thriving economy that encourages business growth and employment opportunities; strong and stable families and communities; and efficient and accountable government services.**

BUDGET



Source: Budget Planning & Analysis System (BPAS)



Source: Consolidated Fund Statement

STRATEGIES

The BMS contributes to statewide outcomes by:

- Mediating collective bargaining and grievance disputes and promoting voluntary resolution of representation questions.
- Promoting cooperation among labor and management through worksite labor management committees.
- Administering a statewide labor-management grant program.
- Maintaining a roster of qualified neutral arbitrators to hear and decide contract and grievance disputes that cannot be resolved through mediation.
- Training labor and management representatives in the skills of negotiation, mediation, conflict resolution, relationship management and interest focused bargaining.
- Ensuring the sustainable resolution of matters of disputes by providing collaborative problem solving services to state and local government.
- Administering a \$160,000 annual grant program to community dispute resolution centers which provide free and low cost mediation services across the state.
- Building capacity of state and local government officials and staff to meaningfully engage the public.

RESULTS

In FY18 BMS resolved a total of 439 grievance and contract cases improving the efficiency and effectiveness of the public and private sector due to stable labor management relations. This resulted in dollars and work hours saved by the prevention of strikes, arbitration, and litigation, and contributed to improved productivity and higher employee morale. The collaborative resolution of public policy disputes improves the efficiency and effectiveness of government by preventing gridlock, generating higher quality solutions, and speeding up implementation of more sustainable solutions.

Measures of BMS work are successful case settlement rates, timely resolution of representation petitions and the quantity of successful community mediations.

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quality	Percentage of collective bargaining contract and grievance disputes successfully settled through mediation	90%	92%	FY17, FY18
Quality	Percentage of representation elections successfully completed within 90 days	97%	92%	FY17, FY18
Quality	Percentage of OADR cases successfully settled through collaborative problem solving.	67%	100%	FY17, FY18
Quantity	Number of mediations provided by BMS funded nonprofit dispute resolution centers	1,973	2,007	CY16, CY17
Quality	Percentage of conflict resolution services provided by BMS funded centers which successfully reached resolution	69%	72%	CY16, CY17

Bureau of Mediation Services Statutory Jurisdiction:

Minnesota Labor Relations Act – M.S. 179, <https://www.revisor.leg.state.mn.us/statutes/?id=179&view=chapter>

Public Employment Labor Relations Act – M.S. 179A, <https://www.revisor.leg.state.mn.us/statutes/?id=179A>

Data Practices Act – M.S. 13.37 – 13.43, <https://www.revisor.leg.state.mn.us/statutes/?id=13>