

mn.gov/bms/

AT A GLANCE

- The Bureau of Mediation Services (BMS) oversees the collective bargaining relationship between all public sector employers, some private sector employers and their unionized employees.
- Of the 260,000 MN Public Employees; 72% work under 3,548 union contracts.
- In FY16 the BMS received 1,036 requests for service and during the same period there were zero strikes.
- BMS grant funding helped nonprofit mediation centers to provide services in approximately 1,834 neighbor, family, school, housing and other similar types of cases last year.

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.
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 new Public Employment Labor Relations Board while the independent board prepares to resolve unfair labor practice claims beginning July 1, 2017.

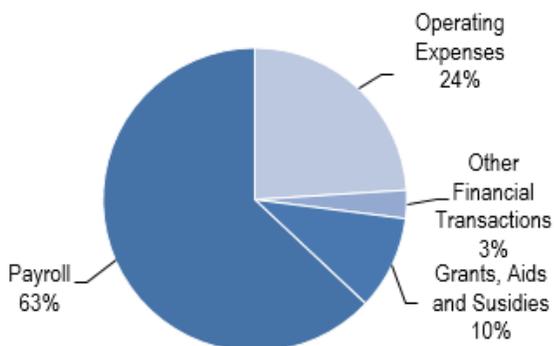
Alternative Dispute Resolution

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

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.**

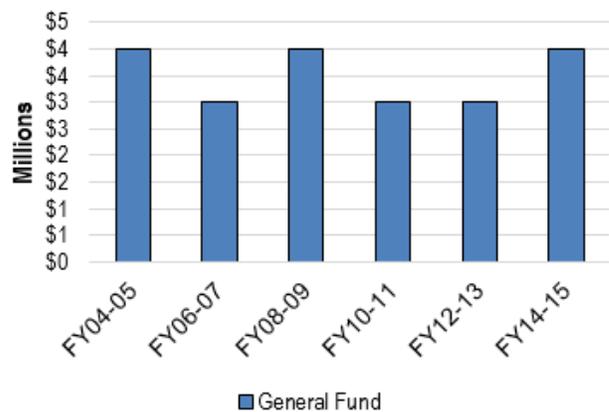
BUDGET

**Spending by Category
FY 15 Actual**



Source: BPAS

Historical Spending



Source: Consolidated Fund Statement

STRATEGIES

The BMS contributes to statewide outcomes by:

- Mediating collective bargaining and grievance disputes
- Promoting voluntary resolution of representation questions
- Promoting cooperation among labor and management through worksite labor management committees
- Administering a state-wide 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.
- Investigating unfair labor disputes and issuing recommended decisions beginning in FY16
- Ensuring the sustainable resolution of matters of public interest 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

RESULTS

In FY16 BMS resolved a total of 442 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 issues improves the efficiency and effectiveness of government by preventing gridlock, generating higher quality solutions, and faster implementation of those sustainable solutions.

Current measures of BMS work are shown as 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	90.2%	90%	FY15, FY16
Quality	Percentage of representation elections successfully completed within 90 days	87.1%	87.3%	FY15, FY16
Quality	Percentage of OCDR cases successfully settled through mediation.	50%	86%	CY14, CY15
Quantity	Number of mediations provided by BMS funded nonprofit dispute resolution centers	1,886	1,834	CY14, CY15
Quality	Percentage of mediations provided by BMS funded centers which successfully reached resolution	72%	63%	CY14, CY15

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>