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Mediation Service, Bureau of

http://www.bms.state.mn.us

Small Agency Profile

Mission:

The Bureau of Mediation Services (BMS) mission is to promote stable and constructive labor management relations and promote the use of collaborative processes in areas other than labor management. Statutory authority for BMS resides in Minnesota Statute (M.S.) Chapters 179 and 179A.

Statewide Outcome(s):

Mediation Service, Bureau of supports the following statewide outcome(s).

Efficient and accountable government services.

Context:

The BMS exists to insure peaceful, stable long-term labor relations and manage the conflict inherent in employer-employee relationships. The Bureau monitors collective bargaining disputes and works to prevent strikes and arbitration/litigation by directly mediating labor negotiations and grievances. Representation rights (employee right to unionize or refrain from such) are regulated through a quasi-judicial administrative process. Employee organizations, employers or employees petition the Bureau to decide questions of representation; these are resolved through administrative investigations, hearings and elections.

BMS clients include employers, labor organizations, employees, elected officials, labor attorneys and other professional labor relations practitioners. The current economic and political climate has given rise to contentious, high-profile challenges to the modern system of labor–management relations. The recession that began in 2007 and a long-term curve of steeply rising health care costs have made collective bargaining increasingly protracted and expensive.

Strategies:

The BMS contributes to efficient and accountable government services by:

- Mediation of collective bargaining negotiations and grievances
- Promoting voluntary resolution of representation questions.
- Promoting cooperation among labor and management through worksite labor management committees and administering the state-wide industry and area labor-management grant program.
- Maintaining a roster of qualified private neutral arbitrators to hear and decide contract and grievance disputes that cannot be resolved through mediation.
- Training is a primary method of managing labor-management conflict. BMS trains labor and management representatives in the skills of negotiation, conflict resolution, relationship management and interest focused bargaining. This is the most cost effective of strategies because it equips parties to solve problems and settle conflict without mediation or other alternative dispute resolution services.

Results:

BMS is working to develop direct metrics demonstrating the improved efficiency and effectiveness of government due to stable labor management relations. These will include dollars and work hours saved from strikes; arbitration and litigation prevented as well as improved productivity and higher employee morale. Current measures of Bureau work are shown as successful case settlement rates, and timely resolution of representation petitions.

Performance Measures	Previous	Current	Trend
Percentage of Collective Bargaining Contract and Grievance Disputes Voluntarily Settled Through Mediation	89.9%	89.2%	Stable*
Percentage of Bargaining and Unit Representation Disputes Requiring Elections completed within 90 days	85%	91%%	Improving

Performance Measures Notes:

Performance measures compare FY 2011 to FY 2012

*For mediation settlement rates the .six percent decline is not significant due to fluctuating numbers and types of mediation cases; FY 2012 was the first year following elimination of statutory teacher settlement deadline penalty.

Mediation Services, Board of
Current, Base and Governor's Recommended Expenditures
(Dollars in Thousands, Biennial Totals)

	General Funds	Other State Funds	Federal Funds	All Funds
Current Biennium Expenditures (FY 2012-13)	$3,168			$3,168
Current Law Expenditures (FY 2014-15)	$3,168			$3,168
Governor's Recommended Expenditures (FY2014-15)	$3,650			$3,650
$ Change from FY 2014-15 Current Law to Governor's Rec	$482			$482
% Change from FY 2014-15 Current Law to Governor's Rec	15%			15%

Mediation Services, Board of
Sources and Uses
(Dollars in Thousands)

	Biennium FY14-FY15			
	General Funds	**Other State Funds**	**Federal Funds**	**Total Funds**
APPROPRIATION	$3,650	$0		$3,650
SOURCES OF FUNDS	**$3,650**	**$0**		**$3,650**
EXPENDITURES	$3,650			$3,650
PAYROLL EXPENSE	$2,640			$2,640
OPERATING EXPENSES	$874			$874
GRANTS, AIDS AND SUBSIDIES	$136			$136
USES OF FUNDS	**$3,650**			**$3,650**

Mediation Services, Board of

Governor's Changes

(Dollars in Thousands)

		FY 14	FY 15	FY 14-15 Biennium	FY 16	FY 17	FY 16-17 Biennium

Supplement Mediation Staff

The Governor recommends increasing mediator staff. Additional mediators will help prevent or settle additional labor disputes; this will also reduce costs to state and local governments for arbitrations, unfair labor litigation and representation disputes.

Performance Measures:
The result of this initiative will be the prevention or settlement of additional labor disputes. Another result will be reduction of the time to process complex representation cases, particularly those requiring elections.

General Fund	Expenditure	189	193	382	197	201	398
	Net Change	**189**	**193**	**382**	**197**	**201**	**398**

Case and Document Management System Replacement

The Governor recommends funding a new business management system. Case and document management systems are at the end of their lifecycle and are no longer supported.

Performance Measures:
Case and document management is critical to the Bureau's primary mission of preventing labor disputes and promoting stable and constructive labor relations. Replacement is required to meet agency base performance goals.

General Fund	Expenditure	75	25	100	25	25	50
	Net Change	**75**	**25**	**100**	**25**	**25**	**50**

Net All Change Items	General Fund	264	218	482	222	226	448
	Net Change	**264**	**218**	**482**	**222**	**226**	**448**

Mediation Services, Board of
All Funds FTE by Program

Program	Current FY 2013	Forecast Base FY 2015	Governor's Recommendation FY 2015
Program: Mediation Services	10.0	11.0	13.0
Mediation Services, Board of	10.0	11.0	13.0

Mediation Services, Board of
Revenue Summary
(Dollars in Thousands)

		Biennium FY14-15			
		General Fund	**Other State Funds**	**Federal Funds**	**All Funds**
Non Dedicated	DEPARTMENTAL EARNINGS	10			10
	Subtotal	10			10
	Total	**10**			**10**