

## SR92, As Adopted by Senate, September 19, 2017

Senator Robertson offered the following resolution:

### **Senate Resolution No. 92.**

A resolution to urge the Michigan Civil Service Commission to make certain changes to Michigan's civil service structure.

Whereas, The Michigan Civil Service Commission is empowered by the *Constitution of the State of Michigan of 1963* to regulate the conditions of employment in the classified service, and the Commission has broad authority to make changes to the rules governing civil service employees; and

Whereas, The Michigan Civil Service Commission is trusted with establishing and maintaining a professional workforce that is efficient and effective. To this end, the Commission's efforts to attract high-quality employees to work for the state of Michigan and ensure all classified employees receive the same protections and benefits require rule updates; and

Whereas, The Commission has continuously updated its collective bargaining process. Two years after a 1978 constitutional amendment allowing binding arbitration for state troopers and sergeants, the Commission extended collective bargaining rights to other classified employees. Over the next 18 years, the Commission's collective bargaining process evolved, including the development of items prohibited in collective bargaining agreements. In 1998, the Commission concurrently authorized rules that applied generally to the entire classified workforce and during a union contract's term; now, therefore, be it

Resolved by the Senate, That we urge the Michigan Civil Service Commission to make the following changes to Michigan's civil service structure:

- Include in the list of prohibited subjects of bargaining the employer's right to assign staff, which would affect contractual provisions on bumping, transfers, recall, scheduling, overtime assignment, and seniority;
- End mandatory statewide recall lists while preserving agency recall lists;
- Include in the list of prohibited subjects of bargaining employer-paid union leave and adopt a new rule allowing each recognized union paid leave for one employee's full-time absence;
- Include in the list of prohibited subjects of bargaining critical-position premium and performance pay;
- Standardize the process by which employees can authorize dues deductions;
- Reorganize and streamline the list of prohibited subjects of bargaining;
- Reinstate generally applicable rules that allow emergent situations to be promptly addressed; and be it further

Resolved, That copies of this resolution be transmitted to the Governor and the members of the Michigan Civil Service Commission.