

State of Michigan  
Administrative Guide to State Government

**POLICY 1520 State Employer**

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Executive Branch Departments and Sub-units are to cooperate with the Office of the State Employer (OSE) in discharging its responsibility for the centralized labor relations functions in state government. These centralized labor relations functions include:

- Collective bargaining primary negotiations.
- Change in the terms of a collective bargaining agreement.
- Unit clarification.
- Coordinated compensation process.
- Unfair labor practices.
- Policy issues arising out of legal suits brought against departments by labor organizations.
- Continuity of state government plan.
- Secondary negotiations and agreements.
- Filing of unfair labor practices.
- Enforcement of agency shop provisions.

[Michigan Constitution of 1963, Article 11, § 5](http://www.legislature.mi.gov/(S(i1adod5qtudrcc4omtrn1fhj))/mileg.aspx?page=GetObject&objectname=mcl-Article-XI-5)

([http://www.legislature.mi.gov/\(S\(i1adod5qtudrcc4omtrn1fhj\)\)/mileg.aspx?page=GetObject&objectname=mcl-Article-XI-5](http://www.legislature.mi.gov/(S(i1adod5qtudrcc4omtrn1fhj))/mileg.aspx?page=GetObject&objectname=mcl-Article-XI-5)).

[Civil Service Commission Rules](http://www.michigan.gov/mdcs/0,4614,7-147-6877_8155---,00.html) ([http://www.michigan.gov/mdcs/0,4614,7-147-6877\\_8155---,00.html](http://www.michigan.gov/mdcs/0,4614,7-147-6877_8155---,00.html)), Chapter 6, Employee-Employer Relations.

Executive Orders 1979-5, 1988-6 and 2002-18.

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