

LEGISLATIVE CHANGES IMPACTING COLLECTIVE BARGAINING (PARTIAL LIST)*

PA#	DESCRIPTION OF CHANGE or ADDITION	EFFECTIVE	WEBLINK	MERC DECISION*
9	Requires collective bargaining agreements to contain a provision regarding the Emergency Manager law per PA4.	3-16-11	http://legislature.mi.gov/doc.aspx?mcl-423-215	
45	Excludes "Graduate Assistants or equivalent" from "public employee" definition for collective bargaining purposes.	3-13-12	http://legislature.mi.gov/doc.aspx?mcl-423-201	<i>*University of Michigan 6-19-14</i>
53	Prohibits school districts from collecting union dues or fees via payroll deduction (check off); Establishes MERC as conduit to receive and post annual audits from unions on MERC website beginning March 1, 2013.	3-20-12	http://legislature.mi.gov/doc.aspx?mcl-423-210	
54	At contract expiration until a newly ratified CBA: (a) wages & step increases are frozen, (b) Insurance increases passed to employees, (c) Eliminates retroactive increases.	6-8-11	http://legislature.mi.gov/doc.aspx?mcl-423-215b	<i>*Traverse Bay ISD 12-18-14 *Schoolcraft County 11-24-14 *Michigan State University 9-17-14 *Shelby Township 8-18-14 *Waverly Schools 12-14-12 *Bedford Schools 12-14-12</i>
76	Excludes from the "public employee" definition for collective bargaining purposes those persons employed by private entities that receive a government subsidy or stipend.	4-10-12	http://legislature.mi.gov/doc.aspx?mcl-423-201	
100	Removes "Reasonable and Just Cause" discharge standard for public school employees subject to the Teacher Tenure Act.	7-19-11	http://legislature.mi.gov/doc.aspx?mcl-38-101	
101	Establishes new standards for achieving and maintaining teacher tenure; revises teacher tenure hearing procedures	7-19-11	http://legislature.mi.gov/doc.aspx?mcl-38-91	
102	Emphasizes student achievement in teacher performance evaluations; Expands prohibited subjects of bargaining.	7-19-11	http://legislature.mi.gov/doc.aspx?mcl-380-1249	<i>*Pontiac Schools 3-17-14</i>

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103	Expands prohibited subjects of bargaining for public school teachers to include: performance evaluation standards; merit pay standards; decisions on layoff, recall, hiring, position eliminations, etc.	7-19-11	http://legislature.mi.gov/doc.aspx?mcl-423-215	<p><i>*Pontiac Education Assn. 12-18-14</i></p> <p><i>*Ionia Schools 12-18-14</i></p> <p><i>*Pontiac Schools 10-16-14</i></p> <p><i>*Calhoun Intermediate Ed. Assn. 9-15-14</i></p> <p><i>*Pontiac Schools 5-21-14</i></p> <p><i>*Pontiac Schools 5-20-14</i></p> <p><i>*Ionia Schools 4-22-14</i></p> <p><i>*Pontiac Schools 3-17-14</i></p>
109	Require school districts with a general fund balance of less than 5% of total general fund revenues to transmit its budgetary assumptions to the Center for Educational Performance and Information.	7-7-15	http://legislature.mi.gov/doc.aspx?mcl-380-1219	
110	Provides that the state financial authority for a school district with a deficit elimination plan (DEP) to be the State Treasurer rather than the State Superintendent; Requires a district's state financial authority to determine existence of probable financial stress if the district either: failed to comply with the DEP or has a DEP that provides for the elimination of its deficit over a period greater than 5 years.	7-7-15	http://legislature.mi.gov/doc.aspx?2015-HB-4326	
111	Shifts and expands the requirements related to DEP's from the School Aid Act to the Revised School Code.	7-7-15	http://legislature.mi.gov/doc.aspx?mcl-380-1220	
112	Gives authority to Department of Treasury to withhold school aid payments from a district to incentivize it to eliminate its deficit until it submits, and Treasury approves, its DEP.	7-7-15	http://legislature.mi.gov/doc.aspx?mcl-388-1702	
116	Shifts cost of 312 arbitration solely to the Parties; Last offers submitted up front in process; Sets strict timelines; Requires MERC training for 312 panel arbitrators.	7-20-11	http://legislature.mi.gov/doc.aspx?mcl-423-235 http://legislature.mi.gov/doc.aspx?mcl-423-236 http://legislature.mi.gov/doc.aspx?mcl-423-238	
152	Caps Employer's health care contributions to either: (a) Hard Cap plan (Single 5.5K, 2person 11K, Family 15K); or (b) 80-20 plan health. Employers must comply or forfeit budget offsets.	9-27-11	http://legislature.mi.gov/doc.aspx?mcl-act-152-of-2011	<p><i>*Traverse Bay ISD 10-20-15</i></p> <p><i>*Capac Schools 7-28-15</i></p> <p><i>*Garden City Schools 2-11-15</i></p> <p><i>*City of Southfield 11-18-14</i></p> <p><i>*West Iron Schools 11-21-14</i></p>

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				<p><i>*Watersmeet Schools 10-8-14</i> <i>*Shelby Township 8-18-14</i> <i>*Decatur Schools 1-21-14</i></p>
260	Expands prohibited subjects of bargaining for public school teachers to include: classroom observation, teacher placement, evaluation, discipline and discharge.	12-14-11	http://legislature.mi.gov/doc.aspx?mcl-423-215	<i>*Detroit Federation of Teachers 11-14-14</i>
261	Authorizes intergovernmental transfers of municipal emergency service employees.	12-14-11	http://legislature.mi.gov/doc.aspx?mcl-124-610	
262	Permits consolidations at Employer's discretion; Obligates parties to negotiate a new CBA(s).	12-14-11	http://legislature.mi.gov/doc.aspx?mcl-124-534	
263	Authorizes intergovernmental transfers of employees and responsibilities.	12-14-11	http://legislature.mi.gov/doc.aspx?mcl-124-505	
277	Expands number of charter schools in state (unlimited).	1-10-12	http://legislature.mi.gov/doc.aspx?2011-SB-0618	
297	Prohibits public employers from providing domestic partner benefits.	12-22-11	http://legislature.mi.gov/doc.aspx?mcl-act-297-of-2011	
322	Excludes Act 312 eligible employees from the provisions of PA 54.	10-15-14	http://legislature.mi.gov/doc.aspx?mcl-423-215b	
323	Parties are prohibited from bargaining over the subject of a prohibition on a firefighter volunteering for or obtaining paid on-call employment with another fire department.	10-15-14	http://legislature.mi.gov/doc.aspx?mcl-423-215a	<i>*Delhi Charter Township 10-31-13</i>
348	Establishes MI as a 'right to work' state (private sector), which prohibits private sector employees in unionized workplaces from being required to join the union, or that nonunion employees pay agency fees, assessments, or other charges or expenses, or provide anything of value to a labor organization or bargaining representative as a condition of employment.	3-28-13	http://legislature.mi.gov/doc.aspx?2011-SB-0116	

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349	Establishes MI as a 'right to work' state (public sector), which prohibits public sector employees from being required to join the union, or that non-union employees pay agency fees, assessments, or other charges or expenses, or provide anything of value to a labor organization or bargaining representative as a condition of employment. Exempts Act 312 eligible employees.	3-28-13	http://legislature.mi.gov/doc.aspx?2011-HB-4003	<ul style="list-style-type: none"> <i>*Grand Blanc Clerical Ass'n 2-11-16</i> <i>*Teamsters&House 2-10-16</i> <i>*Standish-Sterling 1-15-16</i> <i>*Teamsters&Cottrell 1-14-16</i> <i>*Teamsters&Beutler 12-11-16</i> <i>*Saginaw Education Association 9-23-15</i> <i>*Taylor Schools 2-13-15</i> <i>*Delhi Charter Township 2-14-14</i>
414	Excludes university athletes from "public employee" definition for collective bargaining purposes; Requires exclusive bargaining representative to file a declaration identifying the local bargaining units represented; Requires Unions to use an "Independent Examiner" to verify its expenditures attributed to collective bargaining, contract administration, and grievance adjustment, and to file the verification with MERC/BER.	12-30-14		
436	Replaces Emergency Financial Manager (EFM) authority under PA 72. Permits the appointment of an Emergency Manager (EM) where a financial emergency exists; Duty to Bargain suspended for up to 5years; EM term limited to 16 months; EM can nullify existing CBAs.	3-28-13	http://legislature.mi.gov/doc.aspx?mcl-act-436-of-2012	<ul style="list-style-type: none"> <i>*City of Detroit 6-14-13</i>

Updated 4/6/2016

**Decisions referenced above are posted on MERC's website under "Decisions" using the MERC Decisions subcategory and the corresponding issue date.*

**Additionally, some cases may currently be on appeal with the Michigan Court of Appeals, and that is not reflected by this chart.*