

**Agency Purpose**

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

**At a Glance**

*Summary data for the Bureau of Mediation Services 2010*

**Mediation-** BMS mediates public and private sector employer-union disputes. Mediation work occurs with new contracts and the interpretation of an existing contract. Issues can include discipline or the payment of overtime wages.

- 893 petitions received
- 1,226 meetings held
- 5 strike notices received

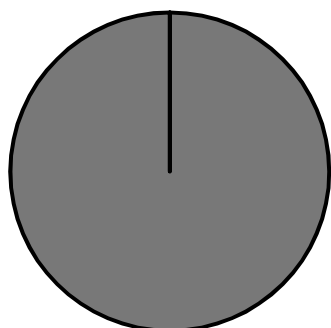
**Representation-** BMS receives requests for organizing a group of employees into a union (certification) as well as ending a union status (decertification). This work includes determining which employees can be in which bargaining units and the election process.

- 179 petitions received
- 21 hearings held
- 46 elections conducted

BMS' **labor management cooperation** work may include workshops, training or skill building activities. This activity is supported by five labor-management councils across the state which are funded with grants.

- 531 arbitration lists referrals
- 378 cumulative worksite facilitated
- 13 new committees added
- 13 committees facilitated
- 31 total labor management meetings held

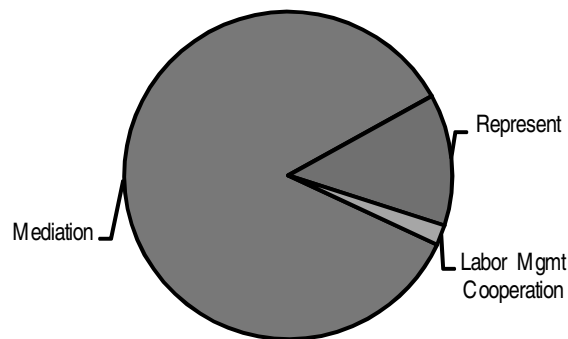
**Est. FY 2010-11 Expenditures by Fund**



General Fund

*Source: Consolidated Fund Statement.*

**Est. FY 2010-11 Expenditures by Program**



*Source: BMS Case Load Data dated July 2010*

**Strategies**

BMS's primary functions are mediation, representation and arbitration. The functions are accomplished by

- assisting parties in resolving collective bargaining disputes;
- resolving questions of labor union representation and bargaining unit structure;
- supporting training and facilitating joint labor management committees;
- providing technical training; and
- developing and maintaining a roster of labor arbitrators to be utilized as necessary.

**Operations**

The primary clientele of BMS includes labor organizations and employers (public, nonprofit, and private). Agency services are delivered through:

- mediating collective bargaining disputes;
- determining bargaining units;
- conducting and certifying union representation elections;
- facilitating labor-management committees and awarding grants to area/industry labor-management councils;
- training practitioners in labor relations; and
- offering representation and arbitration decisions to the public

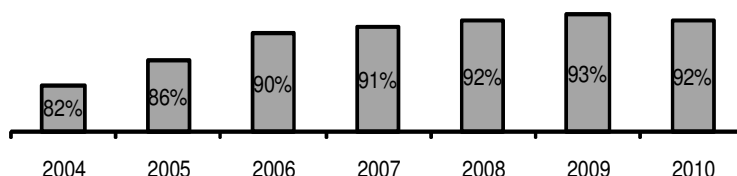
**Key Activity Goals & Measures**

**Key Goals**

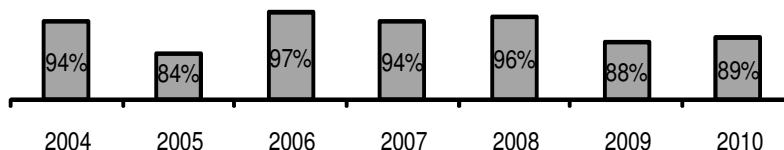
- Resolve contract and grievance disputes peacefully, expeditiously and in a manner that contributes to effective labor-management relations.
- Resolve bargaining unit and other representation disputes consistent with Minnesota laws in a manner that supports effective collective bargaining relationships.

**Key Measures**

**Percentage Of Collective Bargaining Contract and Grievance Disputes Settled Through Mediation Target Goal Is 90%**

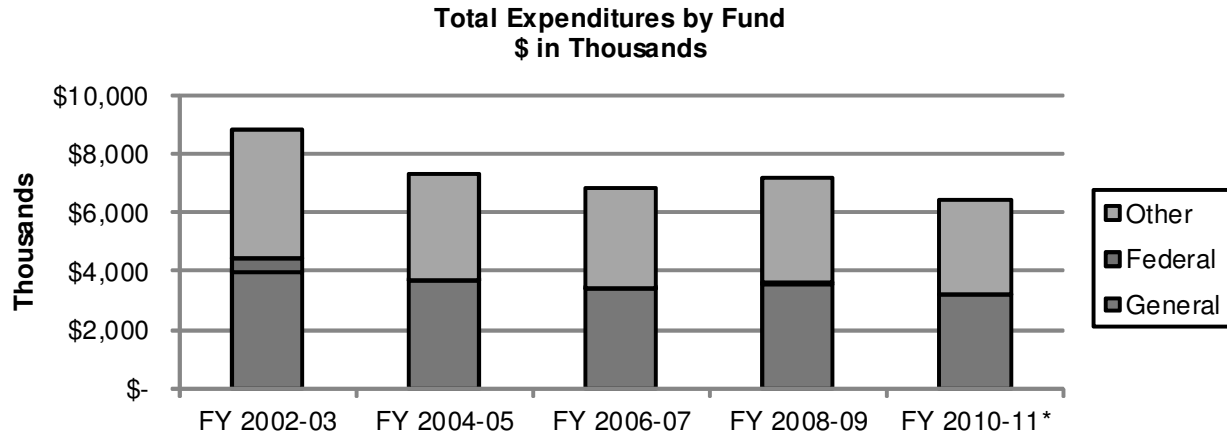


**Percentage of Bargaining Unit and Representation Disputes Requiring Elections That Are Processed Within 90 Days Target Goal is 90%**



For updated information and a more complete list of the key measurers by which BMS monitors its results, see <http://www.accountability.state.mn.us/Departments/MediationServices/index.htm>

**Budget Trends Section**



Source data for the previous chart is the Minnesota Accounting and Procurement System (MAPS) as of 08/30/10.

**External Factors Impacting BMS Operations** – BMS is experiencing greater uncertainty in contract negotiations as a result of the economic downturn as employers are unwilling to commit to future expenditures and unions are unwilling to accept long-term, no-improvement contracts. Health care has become the number one mediation issue as the employee population ages and employee groups seek greater long-term and retiree guarantees. The passage of federal legislation, such as health care reform bill, can also impact the issues and length of the mediation process.

**Contact**

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