

HOUSE BILL NO. 4497

May 02, 2023, Introduced by Reps. Rheingans, Andrews, Tsernoglou, Wilson, Wegela, Miller, Byrnes, McKinney, Brabec, Brenda Carter, Haadsma, Weiss, Dievendorf, Edwards and Aiyash and referred to the Committee on Labor.

A bill to amend 1947 PA 336, entitled

"An act to prohibit strikes by certain public employees; to provide review from disciplinary action with respect thereto; to provide for the mediation of grievances and the holding of elections; to declare and protect the rights and privileges of public employees; to require certain provisions in collective bargaining agreements; to prescribe means of enforcement and penalties for the violation of the provisions of this act; and to make appropriations,"

by amending section 1 (MCL 423.201), as amended by 2014 PA 414.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) As used in this act:

1 (a) "Bargaining representative" means a labor organization
2 recognized by an employer or certified by the commission as the
3 sole and exclusive bargaining representative of certain employees
4 of the employer.

5 (b) "Commission" means the employment relations commission
6 created in section 3 of 1939 PA 176, MCL 423.3.

7 (c) "Intermediate school district" means that term as defined
8 in section 4 of the revised school code, 1976 PA 451, MCL 380.4.

9 (d) "Lockout" means the temporary withholding of work from a
10 group of employees by shutting down the operation of the employer
11 to bring pressure upon the affected employees or the bargaining
12 representative, or both, to accept the employer's terms of
13 settlement of a labor dispute.

14 (e) "Public employee" means, **subject to subdivision (f)**, an
15 individual holding a position by appointment or employment in the
16 government of this state, in the government of 1 or more of the
17 political subdivisions of this state, in the public school service,
18 in a public or special district, in the service of an authority,
19 commission, or board, or in any other branch of the public service.
20 ~~, subject to the following exceptions:~~

21 (f) ~~(i)~~ An individual employed by a private organization or
22 entity who provides services under a time-limited contract with
23 this state or a political subdivision of this state or who receives
24 a direct or indirect government subsidy in his or her private
25 employment is not an employee of this state or that political
26 subdivision, and is not a public employee. This provision ~~shall not~~
27 ~~be superseded by~~ **supersedes** any interlocal agreement, memorandum of
28 understanding, memorandum of commitment, or other document similar
29 to these.

1 ~~(ii) If, by April 9, 2000, a public school employer that is the~~
 2 ~~chief executive officer serving in a school district of the first~~
 3 ~~class under part 5A of the revised school code, 1976 PA 451, MCL~~
 4 ~~380.371 to 380.376, issues an order determining that it is in the~~
 5 ~~best interests of the school district, then a public school~~
 6 ~~administrator employed by that school district is not a public~~
 7 ~~employee for purposes of this act. The exception under this~~
 8 ~~subparagraph applies to public school administrators employed by~~
 9 ~~that school district after the date of the order described in this~~
 10 ~~subparagraph whether or not the chief executive officer remains in~~
 11 ~~place in the school district. This exception does not prohibit the~~
 12 ~~chief executive officer or board of a school district of the first~~
 13 ~~class or its designee from having informal meetings with public~~
 14 ~~school administrators to discuss wages and working conditions.~~

15 ~~(iii) An individual serving as a graduate student research~~
 16 ~~assistant or in an equivalent position, a student participating in~~
 17 ~~intercollegiate athletics on behalf of a public university in this~~
 18 ~~state, or any individual whose position does not have sufficient~~
 19 ~~indicia of an employer-employee relationship using the 20-factor~~
 20 ~~test announced by the internal revenue service of the United States~~
 21 ~~department of treasury in revenue ruling 87-41, 1987-1 C.B. 296 is~~
 22 ~~not a public employee entitled to representation or collective~~
 23 ~~bargaining rights under this act.~~

24 **(g)** ~~(f)~~ "Public school academy" means a public school academy
 25 or strict discipline academy organized under the revised school
 26 code, 1976 PA 451, MCL 380.1 to 380.1852.

27 ~~(g) "Public school administrator" means a superintendent,~~
 28 ~~assistant superintendent, chief business official, principal, or~~
 29 ~~assistant principal employed by a school district, intermediate~~

1 ~~school district, or public school academy.~~

2 (h) "Public school employer" means a public employer that is
3 **any of the following:**

4 (i) **The** board of a school district, **an** intermediate school
5 district, or **a** public school academy. ~~; is the chief executive~~
6 ~~officer of a school district in which a school reform board is in~~
7 ~~place under part 5A of the revised school code, 1976 PA 451, MCL~~
8 ~~380.371 to 380.376; or is the~~

9 (ii) **The** governing board of a joint endeavor or consortium
10 consisting of any combination of school districts, intermediate
11 school districts, or public school academies.

12 (i) "School district" means that term as defined in section 6
13 of the revised school code, 1976 PA 451, MCL 380.6, or a local act
14 school district as defined in section 5 of the revised school code,
15 1976 PA 451, MCL 380.5.

16 (j) "Strike" means the concerted failure to report for duty,
17 the willful absence from one's position, the stoppage of work, or
18 the abstinence in whole or in part from the full, faithful, and
19 proper performance of the duties of employment for the purpose of
20 inducing, influencing, or coercing a change in employment
21 conditions, compensation, or the rights, privileges, or obligations
22 of employment. For employees of a public school employer, strike
23 also includes an action described in this subdivision that is taken
24 for the purpose of protesting or responding to an act alleged or
25 determined to be an unfair labor practice committed by the public
26 school employer.

27 (2) This act does not limit, impair, or affect the right of a
28 public employee to the expression or communication of a view,
29 grievance, complaint, or opinion on any matter related to the

1 conditions or compensation of public employment or their betterment
2 as long as the expression or communication does not interfere with
3 the full, faithful, and proper performance of the duties of
4 employment.