

## 2021 Legislative Session Issue Brief

# Worker freedom and voice

### Protect the freedom to negotiate

Educators care about more than their compensation. They want more control over the learning environments in their worksites and the future of their profession. It's time for state law to reflect it. Education Minnesota supports expanding the list of mandatory subjects of bargaining to include the following:

- Class sizes.
- Frequency and use of standardized tests not mandated by state law.
- Setting safe student-to-staff ratios for ESPs who work with students.

Too many licensed educators are also being denied the same workplace protections their colleagues enjoy due to outdated carve-outs in our bargaining and tenure laws. Education Minnesota will advocate for the Legislature to:

- Amend the Tiered Licensure Law to allow Tier 1 teachers to voluntarily join the teacher bargaining unit.
- Ensure that all early childhood positions in public schools require licensure, and therefore guarantee that the educators in these positions have collective bargaining rights as well as the opportunity to earn tenure or continuing contract rights.
- Delete the exclusion of ECFE and ABE teachers from coverage under the continuing contract and tenure rights.


### Refreshing labor laws after *Janus*

When the U.S. Supreme Court overturned 40 years of settled law in the *Janus* case, it created a need for the Legislature to update certain sections of state statute, including:

- Guarantee union access to new hires at all worksites so that they can explain their rights at work, including the right to join a union.
- Expand collective bargaining rights to more part-time employees at schools that receive per-pupil funding.
- Protect employee privacy from bothersome solicitations by classifying designated addresses and phone numbers provided to licensing agencies as private data.
- Explicitly bar claims for back dues collected during the 40 years in which the Supreme Court said collecting fair-share fees was legal.
- Provide adequate funding for the Public Employment Relations Board so that it can fulfill its role of enforcing PELRA and investigating attempts to interfere with employees' rights to engage in union activity.

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Education Minnesota is an affiliate of the American Federation of Teachers, the National Education Association and AFL-CIO.  1761



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EDUCATORS AND STUDENTS**