

# HOUSE BILL No. 4152

January 26, 2011, Introduced by Reps. Knollenberg, Bumstead, McMillin, Scott, Yonker, Hughes, Hooker, Franz, O'Brien, Haveman and Price and referred to the Committee on Oversight, Reform, and Ethics.

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; and to prescribe means of enforcement and penalties for the violation of the provisions of this act,"

(MCL 423.201 to 423.217) by adding section 7b.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           **SEC. 7B. EXCEPT AS OTHERWISE INDICATED IN THIS ACT, A PUBLIC**  
2 **EMPLOYER SHALL CONTINUE WAGES AND BENEFITS AT THE SAME LEVEL IN**  
3 **EFFECT AT THE END OF THE EXPIRED CONTRACT DURING ACTIVE NEGOTIATION**  
4 **OR MEDIATION OF A NEW CONTRACT AND SHALL NOT PROVIDE STEP INCREASES**  
5 **DURING THAT TIME. ANY INCREASE IN THE COST OF MAINTAINING HEALTH**  
6 **BENEFITS AT THE LEVEL IN A FORMER CONTRACT SHALL BE BORNE BY THE**

1 EMPLOYEE. THE WAGES AND BENEFITS UNDER A NEW CONTRACT MAY BE MADE  
2 RETROACTIVE TO THE EXPIRATION DATE OF THE FORMER CONTRACT. THIS  
3 SECTION DOES NOT LIMIT THE ABILITY OF THE COMMISSION TO REQUIRE AN  
4 INCREASE IN WAGES OR BENEFITS IF IT FINDS THAT THE PUBLIC EMPLOYER  
5 HAS REFUSED TO MEET AT REASONABLE TIMES OR CONFER IN GOOD FAITH  
6 WITH RESPECT TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF  
7 EMPLOYMENT.