

# Legislative Analysis



## ALLOW INCLUSION OF CERTAIN TOPICS DURING COLLECTIVE BARGAINING UNDER PERA

Phone: (517) 373-8080  
<http://www.house.mi.gov/hfa>

**House Bill 4356 as introduced**  
**Sponsor: Rep. Brenda Carter**

Analysis available at  
<http://www.legislature.mi.gov>

**House Bill 4357 as introduced**  
**Sponsor: Rep. Rachel Hood**

**Committee: Labor**  
**Complete to 5-10-23**

### SUMMARY:

House Bill 4356 would amend 1947 PA 336, the public employment relations act (PERA), to permit the inclusion of certain topics during collective bargaining for public school employees. House Bill 4357 is a companion bill to House Bill 4356 that would make complementary updates to PERA references in the State School Aid Act.

**House Bill 4356** would amend PERA to remove restrictions on collective bargaining negotiations between schools and employees for noninstructional support service contracts.

The following subjects, which currently cannot be included in negotiations when a bargaining unit that provides noninstructional support services can bid on a contract on an equal basis with other bidders, would no longer be prohibited topics under the bill:

- The decision to contract with a third party for the services.
- The procedures for obtaining a contract.
- The identity of the third party.
- The impact of the contract for the services on individual employees or on the bargaining unit.

MCL 423.215

**House Bill 4357** would update a reference to PERA in the State School Aid Act to reflect the change that would be made by House Bill 4356. The bill is tie-barred to House Bill 4356, meaning that it would not go into effect unless HB 4356 were also enacted.

MCL 388.1764h

### FISCAL IMPACT:

The bills would have an indeterminate, but likely minimal, fiscal impact on local school districts, intermediate school districts (ISDs), and public school academies (PSAs). Any fiscal impact for an individual district, ISD, or PSA would be directly related to the assumed costs or benefits of any new collective bargaining agreement under the provisions

of the bills compared to the prior or alternative status of any collective bargaining agreement that prohibited certain subjects from being collectively bargained.

Legislative Analyst: Holly Kuhn  
Fiscal Analysts: Noel Benson  
Jacqueline Mullen

---

■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.