

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas  
2 85th General Assembly  
3 Regular Session, 2005

# A Bill

SENATE BILL 1062

4  
5 By: Senator Wooldridge  
6  
7

## For An Act To Be Entitled

8  
9 AN ACT CONCERNING STATE EMPLOYEE – EMPLOYER  
10 RELATIONS; AND FOR OTHER PURPOSES.  
11

## Subtitle

12  
13 AN ACT CONCERNING STATE EMPLOYEE –  
14 EMPLOYER RELATIONS.  
15  
16

17 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
18

19 SECTION 1. Arkansas Code Title 21, Chapter 1 is amended to add an  
20 additional subchapter to read as follows:

21 21-1-701. Public policy.

22 The General Assembly of the State of Arkansas declares it to be the  
23 public policy of this state to employ professional staff to provide the  
24 highest quality of services to the citizens of this state. Greater  
25 professionalism can best be accomplished by promoting communication at all  
26 levels of state government and by the empowerment of employees to work  
27 together to improve state government and state employment.  
28

29 21-1-702. Title.

30 This subchapter shall be known and may be cited as the “State Employee  
31 – Employer Relations Act”.  
32

33 21-1-703. Definitions.

34 As used in this subchapter:

35 (1) “Employee” means an individual employed by the State of  
36 Arkansas whose position is covered by the Uniform Classification and



1 Compensation Act, § 21-5-201 et seq;

2 (2) "Employer" means each agency, board, commission, or  
3 institution of higher education of the State of Arkansas;

4 (3) "Nonsupervisory employee" means an individual who does not  
5 supervise or evaluate other staff members; and

6 (4) "Supervisory employee" means an individual whose duties  
7 entail supervising and evaluating other staff members.

8  
9 21-1-704. State Employee – Employer Relations Board.

10 (a) There is created within the executive branch the State Employee –  
11 Employer Relations Board.

12 (b) The board shall be composed of the following members:

13 (1) The Governor shall appoint one (1) nonstate employee who has  
14 experience in the field of human relations, one (1) nonsupervisory state  
15 employee, and one (1) supervisory state employee;

16 (2) The Speaker of the House of Representatives shall appoint  
17 one (1) nonsupervisory state employee and one (1) supervisory state employee;  
18 and

19 (3) The President Pro Tempore of the Senate shall appoint one  
20 (1) nonsupervisory state employee and one (1) supervisory state employee.

21 (c) The nonstate employee shall serve as chair.

22 (d)(1) The nonstate employee shall be appointed to a five-year term.

23 (2) At the first meeting of the board, other members shall draw  
24 for terms. Two (2) members shall draw for a four-year term, two (2) members  
25 shall draw for a three-year term, and two (2) members shall draw for a two-  
26 year term.

27 (3) Upon the expiration of any term, the new appointment shall  
28 be for a term of five (5) years.

29 (e) Any vacancy occurring shall be filled in the same manner as the  
30 regular appointment was made and the appointee shall serve the remainder of  
31 the term.

32 (f) The Governor may provide for technical assistance or clerical  
33 assistance from any state employer.

34 (g) The board shall meet at the call of the chair but shall meet no  
35 less than one (1) time a quarter.

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1           21-1-705. Duties.

2           (a)(1) The State Employee – Employer Relations Board shall review  
3 policies and procedures on flextime, transfers, promotions, reduction-in-  
4 force, performance evaluations, grievances, disciplinary guidelines, and  
5 other nonmonetary human resource issues.

6           (2) The board may discuss other human resource issues when  
7 requested by an employee and may request information from the employee and  
8 employer.

9           (b)(1) The board shall file periodic reports with the Governor and the  
10 Legislative Council recommending changes that do not require legislative  
11 action and which will improve working conditions conducive to developing a  
12 more professional staff.

13           (2) By September 1 of the year preceding a regular session of  
14 the General Assembly, the board shall present recommendations to the Governor  
15 and the Legislative Council on any legislation to enhance working conditions  
16 and the professionalism of state employees.

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