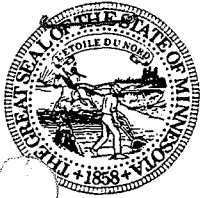


# STATE OF MINNESOTA

OFFICE OF THE GOVERNOR  
130 STATE CAPITOL  
SAINT PAUL 55155



ARNE H. CARLSON  
GOVERNOR

May 24, 1993

The Honorable Allan Spear  
President of the Senate  
G-27 Capitol  
Saint Paul, Minnesota 55155

Dear President Spear:

I have vetoed and am returning Chapter 360, Senate File 544/House File 651, a bill providing that certain acts are an unfair labor practice.

Chapter 360 amends the Public Employee Labor Relations Act (PELRA) as well as laws governing private sector labor relations. This measure would make it an unfair labor practice for a public or private employer to fail to inform an employee of the employee's right to have a union representative present during an investigation or disciplinary interview.

Chapter 360 would seriously impede an employer's efforts to conduct an investigation. Both employers and employees share an interest in resolving investigations or disciplinary actions in a quick and fair manner. They should also share in the responsibilities and burdens of notifying employees of their rights. This issue is more appropriately decided in the negotiation process.

Second, as I stated in my veto message for Chapter 359, any and all changes to PELRA should be done only in the context of an overall review of this law. This would ensure that the interests of labor, management and the taxpayer are all appropriately considered.

Warmest regards,

A handwritten signature in cursive script that reads "Arne H. Carlson".

ARNE H. CARLSON  
Governor

The Honorable Allan Spear  
Veto Message Chapter 360  
May 24, 1993  
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c: Senator Roger Moe, Majority Leader  
Senator Dean Johnson, Minority Leader  
Representative Dee Long, Speaker of the House  
Representative Irv Anderson, Majority Leader  
Representative Steve Sviggum, Minority Leader  
Senator Steve Murphy, Chief Author  
Representative Ted Winter, Chief Author  
Mr. Patrick E. Flahaven, Secretary of the Senate  
Mr. Edward A. Burdick, Chief Clerk of the House  
Ms. Joan Anderson Growe, Secretary of State