

**CHANGES IN THE 2017-2019 COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE
STATE OF MINNESOTA AND AFSCME, COUNCIL NO. 5- UNIT 25**

Unless otherwise indicated, all changes are effective upon ratification by the subcommittee on employee relations (SER) or legislature.

ARTICLE 1 – PREAMBLE

Technical change of effective date.

ARTICLE 2 – RECOGNITION

No change.

ARTICLE 3 – UNION SECURITY

No change.

ARTICLE 4 – SENIORITY

No change.

ARTICLE 5 – HOURS OF WORK

1. Section 1, G Reporting Time and Pay.- Change of reporting time from three (3) to two (2) hours

ARTICLE 6 – OVERTIME

1. Section 5, D- Change in title to “Compensatory Bank Liquidation”
2. Section 5, D- Add language that clarifies that the am employee’s compensatory bank will be liquidated into a health care savings plan (HCSP) at separation except in the case of permanent layoff or death, employees who do not have a HCSP, or the bank would be less than five hundred dollars (\$500.00)

ARTICLE 7 – HOLIDAYS

1. Section 2, A. – Add language to allow employees in the Connect 700 program to earn and use a floating holiday at the time of their appointment.
2. Section 2, A – Add language that requires employees to request floating holidays by March 1 of each year and prohibiting pay off of floating holidays.
3. Section 6- Strike “or is mandatorily retired”

ARTICLE 8 – VACATION LEAVE

1. Section 1, A and B. - Add language to allow employees in Connect 700 program to earn and use vacation time.
2. Section 2. B- Strike “not to exceed five (5) years”
3. Section 2.B- Language to allow the employer to credit employees with previous public sector or military experience with increased accrual rates to begin in the following payroll period
4. Section 3- Strike “on forms furnished by the Appointing Authority”
5. Section 3- Allow for employer discretion when cancelling approved vacation more than fourteen (14) days before the vacation.
6. Section 6- Strike “by cash payment”
7. Section 6- Language that clarifies that employees who do not complete six (6) months of service are not eligible for vacation liquidation
8. Section 6- Add language that clarifies that the am employee’s vacation bank will be liquidated into a health care savings plan (HCSP) at separation except in the case of permanent layoff or death, employees who do not have a HCSP, or the bank would be less than five hundred dollars (\$500.00)

ARTICLE 9 – SICK LEAVE

1. Section 1- Add language to allow employees in Connect 700 program to earn and use sick time.
2. Section 4- Strike “on forms furnished by the Appointing Authority”

ARTICLE 10 – LEAVES OF ABSENCE

Section 3, M.- NEW SECTION- Add six weeks of Paid Parental Leave

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

No change.

ARTICLE 13 – NO CONTENT

No change.

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES

No change.

ARTICLE 15 – LAYOFF AND RECALL

No change.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

No change.

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – WAGES

1. Section 2. Conversion. Effective July 1, 2017, employees shall be assigned to the same relative step within the salary range for their class except as specified below.

2. Section 3. First Year Wage Adjustment. Effective July 1, 2017, all salary ranges and rates shall be increased by two percent (2%), rounded to the nearest cent.

3. Section 4. Second Year Wage Adjustment. Effective July 1, 2018, all salary ranges and rates shall be increased by two and one-quarter percent (2.25%), rounded to the nearest cent.

4. Section 16- Training Differential- Increase from \$0.65 to \$1.00 per hour for training

ARTICLE 19 – INSURANCE

Technical date changes throughout the article/sections.

Section 2. Eligibility for Group Participation. B. Special Eligibility 4. Add “or retirees” to show they qualify too.

Section 3. Eligibility for Employer Contribution. D. 4. Add “CERP” employees to clarify who is covered by this language.

Section 3.D. 4 b. 1 b. add “prior to going on unpaid medical leave”, after “at the time of retirement”

Section 5. Coverage Changes and Effective Dates. A. 1. Clarify that re-hires that do not select a plan administrator will be defaulted into their previous plan administrator.

Section 5. Coverage Changes and Effective Dates 1 & 2. Clarify that employees under certain circumstances have the right to waive medical coverage. Employees must submit a Waiver of Medical Coverage form and prove they have other medical insurance.

Section 6. Basic Coverages. 2.e 3 & 4. Delete obsolete language on grandfathered diabetic group and nicotine replacement therapies.

Plan design changes

There will be no office co-pay for convenience clinics or Virtuwell.

There will be a creation of a Value Based Insurance Design (VBID) that will be for chronic disease. The first chronic disease that will be addressed is Diabetes. There will be no office co-pays for clinic visits, no cost for medication and/or supplies as long as the participant attends their appointment and takes their medication. The joint labor management committee will monitor and evaluate the VBID and during the next round of negotiations may determine to add another chronic disease. There will be more information forthcoming to further explain VBID.

There were no increases to any of the co-pays, maximum out of pockets, or first dollar deductibles.

Premiums will increase by \$1.50 per month for employee and \$8.71 for dependent

The joint labor management committee will discuss:

- Wellness programs.
- Premium tiering
- Premium realignment

Dental plan changes

- Sealants will be preventative – no cost
- all 50% plan coverage will now go to 80% plan coverage
- dental implants have been added
- annual maximum increased from \$1500 to \$2000 (two thousand)
- there is no age limit for orthodontia
- dental premiums for employees will increase from \$5.00 to \$13.50 per month
- dental premiums for dependent coverage will increase from \$33.00 to \$38.98 per month

Short term and long term disability coverage

- Temporary employees that change their employment condition to permanent will be allowed an open enrollment period for both long and short term disability insurance.
- There will be a limited short term insurance coverage open enrollment period for all employees at a time scheduled by the Appointing Authority sometime during this contract agreement period.

ARTICLE 20 – EXPENSE ALLOWANCES

No change.

ARTICLE 21 – RELOCATION ALLOWANCES

No change.

ARTICLE 22 – WORK RULES

No change.

ARTICLE 23 – NON-DISCRIMINATION

No change.

ARTICLE 24 – MANAGEMENT RIGHTS

No change.

ARTICLE 25 – UNION RIGHTS

No change.

ARTICLE 26 – SAVINGS CLAUSE

No change.

ARTICLE 27 – NO STRIKE OR LOCKOUT

No change.

ARTICLE 28 – LEGISLATIVE RATIFICATION

Technical change to legislative session number.

ARTICLE 29 – LABOR/MANAGEMENT COMMITTEES

No change.

ARTICLE 30 – WORKERS' COMPENSATION

No change.

ARTICLE 31 – EMPLOYEE ASSISTANCE PROGRAM

ARTICLE 32 – ADA/WORKERS’ COMPENSATION

No change.

ARTICLE 33 – DURATION

Technical changes regarding session number, dates, and signatories.

APPENDIX A – HOLIDAYS

No change.

APPENDIX A1 – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX B –VACATION

No Change.

APPENDIX C –SICK LEAVE

No Change.

APPENDIX D– PROHIBITION OF SEXUAL HARASSMENT

No change.

APPENDIX E-1 – SALARY SCHEDULES

1. The salary schedules and list of classes and salaries shall be effective July 1, 2017 through June 30, 2018.
2. Grid adjustment to eliminate first two (2) steps and add two (2) at the top

APPENDIX E-2 – SALARY SCHEDULES

1. The salary schedules and list of classes and salaries shall be effective July 1, 2018 through June 30, 2019.
2. Grid adjustment to eliminate first two (2) steps and add two (2) at the top

APPENDIX F – APPOINTING AUTHORITY/DESIGNEE’S DUTY TO FURNISH INFORMATION TO EXCLUSIVE REPRESENTATIVES REGARDING CONTRACT GRIEVANCES

. No change.

APPENDIX G – POLICY ON COMPUTER ERGONOMICS

No change.

APPENDIX H- STATUTORY LEAVES

No change.

APPENDIX I – STATEWIDE POLICY ON FAMILY MEDICAL LEAVE ACT

Technical change referencing current links to the FMLA Policy, Procedure and General Memo.

APPENDIX J– GLOSSARY

No change.

APPENDIX K– DRUG TESTING

No change.

APPENDIX L – LETTERS

No change.