

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

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

Section 2. Seniority Earned Under Previous Collective Bargaining Agreements.
Technical date change.

ARTICLE 5 – HOURS OF WORK

No change.

ARTICLE 6 – OVERTIME

Section 5.B 1. Size of Bank. At the appointing authorities discretion the comp bank may be increased from 150 to 200 hours.

ARTICLE 7 – HOLIDAYS

No change.

ARTICLE 8 – VACATION LEAVE

Section 1. General Conditions. B. Use. Delete language prohibiting the use of vacation until completing six (6) months of continuous service in a vacation eligible status.

Section 1. General Conditions. B. Use. Moved last sentence “Vacation leave hours shall not be used during the payroll period in which the hours are accrued.” To Section 3.

Section 3. Vacation Period. Changed title of this section to Requesting and Using Vacation.

Section 3. C. Agreed to delete Extended Vacation Requests Pilot Program. Agreed to add “in addition, the Appointing Authority and Local Union shall agree to allow for the submission of vacation requests more than six (6) month in advance in cases where other bargaining units are allowed to submit vacation requests more than six (6) month in advance.”

ARTICLE 9 – SICK LEAVE

Section 3. Sick Leave Use. Added language, “Employees with a disability requiring the use of a service dog may use sick leave and/or vacation leave to attend the initial training for service dog handling. Employees who do not have sufficient leave accruals to attend the initial training for service dog handling shall be credited with up to forty (40) hours of vacation leave to be used for this purpose. Such credit shall be reduced proportionately as vacation leave is accumulated.”

ARTICLE 10 – LEAVES OF ABSENCE

Section 3. Paid Leaves of Absence. New - Agreed to add Paid Parental Leave language.

Section 5. Statutory Leaves. Technical change to reference Appendix L not M.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

No change.

ARTICLE 13 – PROMOTIONAL RATINGS

No change.

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES

No change.

ARTICLE 15 – LAYOFF AND RECALL

Agreed to insert Layoff Flow Chart. If compliant with Federal ADA/Disability requirements. If compliant the flow chart will be found in new Appendix T.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

Section 7. Personnel Files C. 4. Removing Material from File. Modified language to state that a letter of expectation is not discipline.

ARTICLE 17 – GRIEVANCE PROCEDURE

Section 2. Processing Grievances C. Technical change to reference Appendix J not K.

ARTICLE 18 – WAGES

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.

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.

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.

Section 5. F. Grid 4A – Human Services Technician. Agreed to move through step system at six (6) month intervals. Effective July 1, 2018.

Section 10. Injury on Duty Pay. Increased from 240 to three (300) hundred hours.

Section 11. Performance Evaluations. Added language that the employee shall be the final signature and shall receive a copy of their evaluation at the time they sign it.

Section 15. Deferred Compensation. Increased compensatory time donation from 80 to one (100) hours.

Section 16. Voluntary Shift Bonus for HSTs and LPNs. New- Pilot Program – During the life of this agreement, Human Services Technicians and Licensed Practical Nurses may be eligible for a fifty (50) dollar bonus if they accept overtime on the weekend or their days off at the discretion of the employer.

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

Section 2. Automobile Expense. Increased motorcycle mileage reimbursement to thirty (30) cents per mile.

Section 5. Meal Allowances. Technical change to reference Appendix R not S

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 – HOUSING

No change.

ARTICLE 28 – NO STRIKE OR LOCKOUT

No change.

ARTICLE 29 – LEGISLATIVE RATIFICATION

Technical change to legislative session number.

ARTICLE 30 – BARGAINING UNIT ELIGIBLE WORK TRAINEES APPRENTICES

No change.

ARTICLE 31 – LABOR/MANAGEMENT COMMITTEES

No change.

ARTICLE 32 – WORKERS' COMPENSATION

No change.

ARTICLE 33 – EMPLOYEE ASSISTANCE PROGRAM

No change.

ARTICLE 34 – ADA/WORKERS' COMPENSATION

No change.

ARTICLE 35 – DURATION

Technical changes regarding session number, dates, and signatories.

APPENDIX A – BARGAINING UNITS FOR WHICH AFSCME COUNCIL 5 HAS EXCLUSIVE BARGAINING RIGHTS

No change.

APPENDIX B – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX B1 – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX C – PRORATED VACATION SCHEDULE

No Change.

APPENDIX D – PRORATED SICK LEAVE SCHEDULE

No Change.

APPENDIX E-1 – SALARY SCHEDULES

The salary schedules and list of classes and salaries shall be effective July 1, 2017 through June 30, 2018.

APPENDIX E-2 – SALARY SCHEDULES

The salary schedules and list of classes and salaries shall be effective July 1, 2018 through June 30, 2019.

APPENDIX F – PAY DIFFERENTIALS

Section 1. Payment of Intermittent Equipment Operations Differential. Agreed to delete language “earning less than the top rate of pay for Heavy Equipment Operator (full time) and”.

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APPENDIX G – SENIORITY UNITS

No change.

APPENDIX H – CLASS OPTIONS

No change.

APPENDIX I – PROHIBITION OF SEXUAL HARASSMENT

No change.

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

No change.

APPENDIX K – POLICY ON VDT ERGONOMICS

No change.

APPENDIX L – STATUTORY LEAVES

Technical change to correct statutory references.

APPENDIX M – STATEWIDE POLICY ON FAMILY MEDICAL LEAVE ACT

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

APPENDIX N – LETTERS

1. State Policy on Reimbursement for Safety Footwear. No change.
2. Employee Involvement in Purchasing Decisions. No change.
3. New letter – Recruiting Solutions
4. Minnesota Data Practices Act. No change.
5. Parameters – Leave Time for EAP Appointments. No change.
6. Employee Performance Reviews. No change.
7. Training Supervisors. No change.
8. Master Negotiations Committee Member’s Schedules. No change.
9. Job Audits. No change.
10. Union Representatives to Attend Joint Labor Management on Health Plan Meetings. No change.
11. Expansion of Sick Leave Benefits. No change
12. Letter on a Meet and Confer on Bullying – New letter from Joy Hargons to Tim H

APPENDIX O– UNIT 6 POSITION QUALIFICATIONS

No change.

APPENDIX P– GLOSSARY

No change.

APPENDIX Q– DRUG TESTING

No change.

APPENDIX R– HIGH COST CENTERS FOR MEAL REIMBURSEMENT

No change.

APPENDIX S– SUPPLEMENTAL AGREEMENTS

Changes to several supps

INEQUITIES

Airfield Firefighters – will do a job audit

Security Guards – disparity statewide – will look at Military Affairs, Campus Security Guards, and Security at Capitol Complex

Electricians – may need range reassignments, will be re-evaluated and if needed will do

Dental Hygienist – inequity granted, will be low cost approach, so you have to be in your step for 1 year before you move up and through the steps. Goes from 71M to 74M.

STS/ICWS – will do job audit/ ICWS and STS crews - Agreed to a meet and confer regarding offender contact.

HST's (human services techs) - high turnover rates in the first two years. Will make all steps 6 months. The pay is already 38% above the market.

LPN's – looking at range assignments, realize they are connected to the HST range