

AFSCME expired 1983	AFSCME expiring 2025	MAPE expiring 2025	MGEC expiring 2025
<p>ARTICLE XXXI – DURATION</p> <p>The provisions of this Agreement cancel and take the place of all previous Agreements and shall become effective the eleventh day of August, 1981, subject to the acceptance of the Seventy-Second (72nd) session of the Legislature or the legislative Commission on Employee Relations and shall remain in full force and effect through the thirtieth day of June, 1983. It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than October 1 of even-numbered years that it desires to modify the agreement. In the event such notice is given, negotiations shall commence not later than November 15th of even-numbered years. This Agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this agreement is provided to the other party in the manner set forth in the following paragraph.</p> <p>In the event that a Successor Agreement has not been agreed upon by the expiration date of this agreement as provided for in paragraphs 1 or 2 above, either party may terminate this Agreement by the serving of written notice upon the other party not less than ten (10) calendar days prior to the desired termination date which shall not be before the expiration date provided above.</p>	<p>ARTICLE 35 - DURATION</p> <p>The provisions of this Agreement cancel and take the place of all previous Agreements and shall become effective the 16th day of August , 2023, and shall remain in full force and effect through the 30th day of June, 2025. It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than January 1 of odd-numbered years that it desires to modify the Agreement. In the event such notice is given, negotiations shall commence not later than March 1st of odd-numbered years. This Agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.</p> <p>In the event that a Successor Agreement has not been agreed upon by an expiration date of this Agreement as provided for in paragraphs 1 or 2 above, either party may terminate this Agreement by the serving of written notice upon the other party not less than ten (10) calendar days prior to the desired termination date which shall not be before the expiration date provided above.</p>	<p>ARTICLE 34 - DURATION</p> <p>The provisions of this Agreement cancel and take the place of all previous Agreements and shall become effective on the 19th day of August 2023 and shall remain in full force and effect through the 30th day of June, 2025. It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than January 1st of odd numbered years that it desires to modify the Agreement.</p> <p>This Agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.</p> <p>In the event that a Successor Agreement has not been agreed upon by an expiration date of this Agreement as provided for in paragraphs 1 or 2 above, either party may terminate this Agreement by the serving of written notice upon the other party not less than ten (10) calendar days prior to the desired termination date which shall not be before the expiration date provided above.</p>	<p>ARTICLE 27 - DURATION</p> <p>This Agreement shall be effective as of the 20th day of December 2023, and shall remain in full force and effect through the 30th day of June 2025. It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than January 1 of odd numbered years that it desires to modify the Agreement.</p> <p>This Agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.</p> <p>In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the expiration date set forth in the preceding paragraph.</p>
	<p>Word counts (MnDOT only) telework, telecommut: 9; flextime: 24; overtime: 1375</p>	<p>Word counts telework, telecommut: 16; flextime: 2; overtime: 71</p>	<p>Word counts telework, telecommut: 0; flextime: 4; overtime: 19</p>
<p>ARTICLE XXIV - MANAGEMENT RIGHTS</p> <p>It is recognized that except as expressly modified by this Agreement, the Employer retains all inherent managerial rights necessary to operate and direct the affairs of the Employer and its agencies in all its various aspects. These rights include but are not limited to the right to determine policy, functions, and programs; determine and establish budgets; utilize technology; relieve employees due to lack of work or other legitimate reasons; determine the method, means, organization and number of personnel by which such operations and services are to be conducted; and select and direct personnel. Any terms of employment not specifically established or modified by his Agreement shall remain exclusively within the discretion of the Employer to modify, establish, or eliminate.</p>	<p>ARTICLE 24 - MANAGEMENT RIGHTS</p> <p>It is recognized that, except as expressly modified by this Agreement, the Employer retains all inherent managerial rights necessary to operate and direct the affairs of the Employer and its agencies in all its various aspects. These rights include but are not limited to the right to determine policy, functions, and programs; determine and establish budgets; utilize technology; relieve employees due to lack of work or other legitimate reasons; determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; and select, and direct personnel. Any terms of employment not specifically established or modified by this Agreement shall remain exclusively within the discretion of the Employer to modify, establish, or eliminate.</p>	<p>ARTICLE 5 - EMPLOYER RIGHTS</p> <p>It is recognized that except as specifically modified by this Agreement, the Employer retains all inherent managerial rights and any rights and authority necessary to operate and direct the affairs of the Employer and its agencies in all its various aspects. These rights include, but are not limited to: determine its policies, functions and programs; determine and establish budgets; utilize technology; select, assign, direct, evaluate and promote employees; to plan, direct, and control all the operations and services of the Employer; to schedule working hours; to determine whether goods or services shall be made or purchased; to make and enforce reasonable rules and regulations affecting terms and conditions of employment. Any term or condition of employment not specifically established by this Agreement shall remain solely</p>	<p>ARTICLE 3 - EMPLOYER RIGHTS</p> <p>It is recognized that, except as expressly stated herein, the Employer shall retain whatever rights and authority are necessary for it to operate and direct the affairs of the Employer in all of their various aspects, including but not limited to, the right to direct and assign employees; to evaluate job performance of employees, to plan, direct and control all the operations and services of the Employer; to schedule working hours appropriate for employees in this bargaining unit; to determine whether goods and services should be made or purchased; to make and enforce reasonable rules and regulations affecting terms and conditions of employment that are uniformly applied and then enforced in accordance with the rules and regulations. Any term or condition of employment not</p>

		within the discretion of the Employer to modify, establish or eliminate.	specifically established by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.
<p>ARTICLE I – PREAMBLE</p> <p>This Agreement is made and entered into this 11th day of August, 1981, by and between the State of Minnesota, hereinafter referred to as the EMPLOYER, and the Minnesota State Employees Union, AFSCME Council No.6, AFL-CIO, and its affiliated local unions, and unless otherwise noted in this Agreement, "UNION" hereinafter refers to the Minnesota State Employees Union, AFSCME Council No. 6, AFL-CIO.</p> <p>This Agreement has as its purpose the promotion of harmonious relations between the parties; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment; and to express the full and complete understanding of the parties pertaining to all terms and conditions of employment. If the parties mutually agree during the term of this Agreement, this Agreement may be supplemented by such additional provisions relating to departmental issues as the parties to this Agreement deem appropriate. Failure of the parties to reach such supplemental agreement shall not be subject to the interest arbitration procedure as set out in the Minnesota Public Employment Labor Relations Act.</p> <p>Any agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement.</p>	<p>ARTICLE 1 - PREAMBLE</p> <p>This Agreement is made and entered into this 16th day of August, 2023, by and between the State of Minnesota, hereinafter referred to as the "EMPLOYER", and the Minnesota AFSCME Council 5, AFL-CIO, and its affiliated Local Unions, and unless otherwise noted in this Agreement, "UNION" hereinafter refers to the Minnesota AFSCME Council 5, AFL-CIO.</p> <p>This Agreement has as its purpose the promotion of harmonious relations between the parties; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment; and to express the full and complete understanding of the parties pertaining to all terms and conditions of employment. If the parties mutually agree during the term of this Agreement, this Agreement may be supplemented by such additional provisions relating to departmental issues as the parties to this Agreement deem appropriate. Failure of the parties to reach such supplemental agreement shall not be subject to the impasse procedures as set out in the Minnesota Public Employment Labor Relations Act. Any agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement.</p> <p>The parties to this Agreement agree that Minnesota Management and Budget may correct any misspelled words, mathematical errors, and other clerical errors or omissions in this Agreement at any time. Minnesota Management and Budget must give notice to the Union of any corrections made. The Union may request a meet and confer meeting no later than five (5) business days after the notice is provided. If no meet and confer meeting is requested, the changes will become effective.</p>	<p>PREAMBLE</p> <p>This Agreement is made and entered into this 19th day of August 2023 , by and between the State of Minnesota, hereinafter referred to as the Employer, and the Minnesota Association of Professional Employees (MAPE), hereinafter referred to as the Association. The Employer and the Association affirm that this Agreement has as its purpose the establishment of rates of pay, hours of work, and other conditions of employment; the establishment of an equitable and peaceful procedure for the resolution of differences without interference or disruption of efficient operations of any department; requires us to interact with each other with mutual dignity and respect; values equity, diversity, and inclusion; and expresses the full and complete understanding of the parties relative to all terms and conditions of employment covered by this Agreement.</p> <p>If the parties mutually agree during the term of this Agreement, the Agreement may be modified by additional provisions relating to specific conditions covering the terms of employment stated herein. Any Agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement.</p> <p>The parties may mutually agree, in writing, to correct misspelled words, mathematical errors, and other clerical errors in this Agreement.</p> <p>This preamble is intended as a policy statement and is not grievable under Article 9 of this Agreement.</p>	<p>PREAMBLE</p> <p>This Agreement, made and entered into this XX day of XXXX, 20XX, by and between the State of Minnesota, hereinafter referred to as the Employer, and the Minnesota Government Engineering Council, hereinafter referred to as the Council, has as its purpose the promotion of harmonious relations between the Employer, the Council, and the employees covered by this Agreement; the furtherance of efficient governmental services; the establishment of an equitable and peaceful procedure for the resolution of differences without interference or disruption to efficient operations of the agencies, and for the establishment of a full and complete understanding relative to conditions of employment that are within the control of the Employer.</p> <p>Any Agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement. The Parties may mutually agree, in writing, to correct misspelled words, mathematical errors, and other clerical errors in this Agreement.</p>
			<p>ARTICLE 25 – COMPLETE AGREEMENT AND WAIVER CLAUSE</p> <p>Section 1. Complete Agreement Between Parties.</p> <p>Both parties acknowledge that during negotiations resulting in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law, rule, or regulation from the area of collective bargaining, and that the understandings</p>

			<p>and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Council, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. It is understood by the parties that this contract is the entire Agreement and concludes negotiations for the 2023- 2025 biennium.</p>
<p>ARTICLE XXVI - SAVINGS CLAUSE This agreement is intended to be in conformity with all applicable and valid federal and state laws and those rules or regulations promulgated thereunder having the force and of law which are in effect on the effective date of this Agreement. Should any Article, Section, or portion thereof of this Agreement be held unlawful and unenforceable, such decision shall apply only to the specific Article, Section, or portion thereof directly specified in the decision, and all other valid provisions shall remain in full force and effect. Should the implementation of any provision or portion of this Agreement be delayed or withheld because of an applicable federal law, Executive Order, or regulation regarding wage and price controls, only such specific provision or portion shall be affected and the remainder of this Agreement shall continue in full force and effect. Any portion of provisions of this agreement thus delayed or withheld shall become effective and be implemented at such time, in such amounts, and for such periods, retroactively and prospectively, as will be permitted by law at any time during the term of this Agreement or any extension thereof.</p>	<p>ARTICLE 26 - SAVINGS CLAUSE This Agreement is intended to be in conformity with all applicable and valid federal and state laws and those rules or regulations promulgated thereunder having the force and effect of law which are in effect on the effective date of this Agreement. Should any Article, Section, or portion thereof of this Agreement be held unlawful and unenforceable, such decision shall apply only to the specific Article, Section, or portion thereof directly specified in the decision, and all other valid provisions shall remain in full force and effect. Should the implementation of any provision or portion of this Agreement be delayed or withheld because of an applicable federal law, Executive Order, or regulation regarding wage and price controls, only such specific provision or portion shall be affected and the remainder of this Agreement shall continue in full force and effect. Any portion or provisions of this Agreement thus delayed or withheld shall become effective and be implemented at such time, in such amounts, and for such periods, retroactively and prospectively, as will be permitted by law at any time during the term of this Agreement or any extension thereof.</p>	<p>ARTICLE 33 - SAVINGS CLAUSE This Agreement is intended to be in conformity with all applicable and valid federal and state laws and rules and regulations promulgated thereunder having the force and effect of law. In the event that any provision of this Agreement is found to be inconsistent with such statutes, rules, or regulations, the provisions of the latter shall prevail. If any provision of this Agreement is found to be invalid or unenforceable by a court or other competent authority having jurisdiction, then such revisions shall be considered void, but all other valid provisions shall remain in full force and effect.</p>	<p>ARTICLE 26 – SAVINGS CLAUSE This Agreement is intended to be in conformity with all applicable and valid federal and state laws and rules and regulations promulgated thereunder having the force and effect of law. In the event that any provision of this Agreement is found to be inconsistent with such statutes, rules, or regulations, the provisions of the latter shall prevail. If any provision of this Agreement is found to be invalid or unenforceable by a court or other competent authority having jurisdiction, then such provision shall be considered void, but all other valid provisions shall remain in full force and effect. If any provision or portion of this Agreement is prevented from being put into effect because of applicable legislative action, Executive Order or regulation dealing with wage and price controls, then only such specific provisions or portion specified in such decisions shall be invalid, the remainder of this Agreement continuing in full force and effect for the term of the Agreement. Provided, however, any provision of this Agreement so prevented from being put into effect shall become effective at such time, in such amounts, and for such periods, retroactively and prospectively, as will be permitted by law at any time during the life of this Agreement or any extension thereof.</p>