

American Federation of State, County and Municipal Employees
One strong united voice for Minnesota workers

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MEMORANDUM

TO: All State Local Union Presidents

FROM: Joel Hoffman, President
State Employees Policy Committee

Crystal Kreklow, State Field Director
AFSCME Council 5, AFL-CIO

SUBJECT: 2027-2029 STATE BARGAINING INFORMATION

In preparation for the next round of state bargaining, enclosed you will find several items:

The Bargaining Structure for Units 2, 3, 4, 6, 7, and 8 for 2027-2029 Negotiations, as approved by the SEPC Assembly on 4/17/2026.

1. Contract proposal forms* - for each of your appropriate unit(s), all of which are due to the Council 5 office no later than September 1, 2026.

Units 2, 3, 4, 6, and 7 - *white*
Unit 8 - *blue*

2. Five inequity proposal forms (pink). * (Inequity proposal must be submitted on appropriate inequity form, which asks for different types of information, necessary to successfully pursue an inequity. The council does not have the information requested, such as Hay Points.)
3. The April 2026 member and delegate counts for each local union (gray), on which you will find your respective local's counts and allotted delegates per unit.
4. The Negotiations Assembly Delegate Election sheet (yellow), which must be completed following election of your delegates, and returned to Council 5 no later than December 6, 2026. A pre-addressed, pre-paid envelope is enclosed for returning this information.
5. State Negotiations Delegate Duties and Responsibilities flyer.

** Contract Proposals and Inequities Forms can also be found on the AFSCME Council 5 website. On the homepage, click on the menu link for Local Union Contracts, then select the sub-menu for State Contracts and scroll to the bottom of the page for the forms. Proposals must come directly from a local union and be signed by the local president.*

(over)

Here is a summary of the *important dates:*

- **September 1, 2026**- last day for locals to return contract proposals forms to Council 5.
- **December 6, 2026** - last date to submit names of elected local Negotiations Assembly delegates to Council 5.
- **October 1, 2026**- Inequities Due Back to Council
- **January 22, 2027** - Negotiations Assembly. You will receive a copy of the initial proposals no later than one week before the Assembly.
- **TBD** - Master Negotiations Committee will convene to adopt consensus proposals
- **March 19, 2027** - Negotiations Assembly, you will receive a copy of the initial proposals no later than one week before the Assembly.

ALL CONTRACT PROPOSALS AND INEQUITY FORMS MUST be submitted by email to state-negotiations@afscmemn.org

or mailed

AFSCME Council 5, [300 Hardman Ave. South, South St. Paul, MN 55075](https://www.afscme.org/locations/300-Hardman-Ave-South-South-St-Paul-MN-55075). ALL PROPOSALS MUST BE RECEIVED BY **September 1, 2026. ANY PROPOSALS RECEIVED AFTER THIS DATE WILL NOT BE CONSIDERED.**

JH/CK/ds

Enclosures

CONTRACT PROPOSAL FORM

STATE MASTER CONTRACT - AFSCME COUNCIL 5, AFL-CIO
PROPOSALS ARE DUE TO THE COUNCIL 5 OFFICE BY SEPTEMBER 1, 2026

SUBMITTED BY LOCAL: _____

Proposal #: _____

MASTER AGREEMENT: Article _____; Section _____; Page # _____

SUPPLEMENTAL AGREEMENT: _____; Article _____; Section _____; Page # _____

Which unit(s) does this proposal primarily affect?

All Unit 2 Unit 3 Unit 4 Unit 6 Unit 7

PROPOSAL: (Please describe the outcome your local wants to accomplish – do not try to write specific contract language.)

WHAT PROBLEM WILL THIS PROPOSAL SOLVE? (Please specify who has been affected by the problem and how the outcome you want will fix the problem.)

For language interpretation cases, has the local union grieved the issue or raised it in local labor management? If so, what was the outcome?

PRIORITY Circle one of the following: 1 2 3 4 5
(1 = "nice to have", 5 = "strike issue")

Proposal passed by Local No. _____ on _____

Signature of Local Union President: X _____

4/8/2024

INEQUITY PROPOSAL FORM
AFSCME COUNCIL 5, AFL-CIO ALL
UNITS

SUBMITTED BY LOCAL: _____

Proposal #: _____

CLASSIFICATION: _____

BARGAINING UNIT: _____

NO. OF AFFECTED EMPLOYEES: _____

Submitted by: _____

If you are willing to discuss/present the inequity during negotiations, please provide your contract information below.

Phone Number _____, Email _____

PROPOSAL: (Describe the increase you wish for this class.)

EXTERNAL WAGE DATA: (Do you have data on wages paid this class by another public or private employer? If so, please attach a copy or tell us where we can find the data.)

HAY POINTS: (Do you have current Hay data on this class? If so, attach the information.)

COMPARABLE CLASSES: (Are there similar classes in State service you see this class compared to? If so, which ones?)

RECRUITMENT PROBLEMS: (Is your agency in the state in general having recruitment problems? If so, provide specifics on inability to fill vacancies.)

RETENTION PROBLEMS: (Is your agency in the state in general having problems retaining employees on this class? If so, provide specifics on how often employees voluntarily quit or retire. Is the retention problem primarily among newer employees or among long term employees?)

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AFSCME COUNCIL 5, AFL-CIO ALL
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UNITS

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Proposal #: _____

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AFSCME COUNCIL 5, AFL-CIO ALL
UNITS

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AFSCME COUNCIL 5, AFL-CIO ALL
UNITS

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Proposal #: _____

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**2026
MEMBER AND DELEGATE COUNTS**

LOCAL	CRAFT		SERVICE		HEALTH		CLERICAL		TECHNICAL		CORRECTIONS	
	UNIT 2 Member	UNIT 2 Dels	UNIT 3 Member	UNIT 3 Dels	UNIT 4 Member	UNIT 4 Dels	UNIT 6 Member	UNIT 6 Dels	UNIT 7 Member	UNIT 7 Dels	UNIT 8 Member	UNIT 8 Dels
19			12	1	28	1	1	1				
22	1	1	1	1			68	1	8	1		
106	58	1							16	1		
221	341	7	3	1			36	1	218	4		
280	26	1	1	1			1	1	20	1		
390	1	1			226	5	15	1	4	1		
404	22	1	48	1	707	14	43	1	14	1		
438	31	1	1	1			1	1	20	1		
586	33	1							12	1		
588	39	1					1	1	29	1		
592	34	1	1	1			2	1	32	1		
599	17	1	7	1	6	1	29	1	7	1	202	4
600	7	1	5	1	7	1	3	1	3	1	137	3
602	8	1	24	1			34	1	6	1		
604	79	2	3	1			4	1	28	1		
605	37	1	1	1					10	1		
607	3	1	3	1	412	8	6	1	2	1		
608	8	1	4	1			4	1	2	1	78	2
637	32	1	2	1			3	1	30	1		
638	15	1	44	1			83	2	25	1		
695	57	1	1	1			1	1	56	1		
701	2	1	4	1	155	3	6	1				
718	36	1	62	1			43	1	59	1		
735	4	1	39	1	162	3	10	1	4	1		
744	16	1	120	2	259	5	29	1	12	1		
753	22	1	38	1			47	1	10	1		
761					39	1	3	1				
789	34	1							11	1		
868	51	1	1	1			1	1	44	1		
915	9	1	8	1	6	1	6	1	4	1	199	4
945	14	1	30	1	1	1	43	1	9	1		
965	5	1	11	1	5	1	2	1	1	1		
1013	44	1					3	1	34	1		
1092	14	1	16	1	270	5	27	1	7	1		
1307	6	1	25	1	201	4	26	1	9	1		
1349									54	1		
1426	50	1	1	1			1	1	25	1		





STATE NEGOTIATIONS DELEGATE DUTIES AND RESPONSIBILITIES

Local union members are encouraged to support those candidates who express a willingness to participate in contract campaign activities. Campaign activities are a demonstration of our strength and will provide ground support for the Master Negotiating Team.

Contract campaign activities may include (but not limited to) flyer distribution, campaign buttons, informational picketing, rallies, picnics, communication within community groups, membership (including one-on-one communications) and PEOPLE recruitment, talking to legislators and asking others to get involved.

Specific Duties and Responsibilities of Negotiations Delegates:

1. Attend Negotiation Assembly meetings; discussion about next steps and action items will be provided.
2. Deliberate and decide within the unit caucuses which proposals will move forward to the Master Team.
3. Elect the Master Team out of the bargaining unit caucuses.
4. Attend other assembly meetings as required by the Master Team, including those where the assembly authorizes acceptance or rejection of agreements.
5. Delegates are the communication link in the workplace. Distribute informational flyers in person to union members and workplace contacts and participate in any and all contract campaign activities.
6. Attend local union meetings to report on activities/conversations with co-workers regarding contract campaign activities.

AFSCME COUNCIL 5, AFL-CIO
BARGAINING STRUCTURE FOR UNITS 2, 3, 4, 6 AND 7
2027-2029 NEGOTIATIONS
STATE OF MINNESOTA

- 1) The **NEGOTIATIONS ASSEMBLY** shall be composed of delegates from local unions to be elected by the locals on the following basis:

From each bargaining unit under the jurisdiction of a local, the local is entitled to one (1) delegate for each fifty (50) members, or major fraction thereof (i.e., 1-74 = 1 delegate; 75-124 = 2 delegates, etc.). Delegates must be members of the bargaining unit they are to represent and are to be elected by local members from the same bargaining unit. Delegates shall be elected by December 6, 2026.

The Assembly shall convene on 1/22/2027. The Assembly will meet again on 3/19/2027

A registration fee shall be charged for all Assemblies sufficient to cover the costs of any mechanism to successfully host the Assembly.

- 2) Representation for the Negotiations Assembly will be determined by the total number of members in the Council 5 database as of April 2026. The database includes all employees for whom a payroll deduction was taken, plus all employees on a leave of absence, a layoff or a contested disciplinary action.
- 3) There shall be a single **MASTER COMMITTEE** for all five non-essential bargaining units. It shall be composed of members elected from the delegates from each bargaining unit on the following basis:

One (1) Master Committee member for each 1000 members, or major fraction thereof. (i.e., 1 - 1499 = 1 member; 1500 - 2499 = 2 members, etc.) However, no Unit shall have less than three (3) Master Committee members.

- 4) The President of the State Employee Policy Committee shall be a member of the Master Committee –the Vice President shall be the designated alternate in the absence of the President.
- 5) Elections to the Master Committee shall be by a majority vote of the delegates from that bargaining unit. Each delegate may cast one vote. Each Unit shall also elect a chair for their committee. The chair position may be filled by direct election by the unit caucus prior to the election of the other committee members, by election by the unit caucus from among those elected to be committee members, or by vote of the committee members only. Elections will take place on 1/22/2027.

6) The Master Committee will be composed as follows **(TBD with the May 2026 numbers)**:

Unit 2-Craft: Minimum Three (3)-Master Committee members, no more than one (1) of whom can be from the same department, unless the unit is unable to fill its delegation.

Unit 3-Service: Minimum Three (3) Master Committee members, no more than one (1) of whom can be from the same department, unless the unit is unable to fill its delegation.

Unit 4-Health Care: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

Unit 6-Office and Clerical: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

Unit 7-Technical: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

The Council shall pay lost-time and expenses for all members of the Master Committee. Payment begins at the first meeting of the Master Committee. Master Committee members from the 2027-2029 negotiations team are not on Council lost time and expenses for the January Negotiations Assembly meetings.

- 7) Each bargaining unit should elect ranked alternates for the Master Committee; Master Committee members to determine when an alternate can fill a vacancy on the Master Committee.
- 8) Proposals must be submitted by September 1, 2026. Proposals submitted after this date may not be accepted. Proposals shall be submitted through the respective locals and must be adopted by a majority vote at a local union meeting. Each proposal shall have an explanation or rationale. **Proposals which are submitted without such explanation, or without local approval, will not be submitted to the Negotiations Assembly. Additionally, proposals that are not legal will be routed back to the respective local(s).**

Proposals that are intended to resolve the specific problem of one department or agency should be submitted as supplemental proposals (for example, most hours of work or overtime distribution problems). Proposals that are intended to resolve problems specific to a single bargaining unit should be flagged as a unit specific issue (for example, the proposal comes from only one bargaining unit in your local to solve problems specific to that bargaining unit).

- 9) Delegates shall receive proposals at least one week in advance of the first Negotiations Assembly. Delegates shall receive a copy of the recommended consensus proposal at least one week prior to the March Assembly meeting.
- 10) Negotiations Assembly: The Negotiations Assembly approves the contract proposals as developed by the Master Committee and the Bargaining Unit Caucus. It will approve a Statement of Bargaining Priorities at its March meeting. The Assembly also approves final contract language for membership ratification or recommends rejection of the tentative agreement or final employer offer.

Bargaining Unit Caucus: The Unit Caucuses elect Master Committee members, develop unit proposals, and reconvene, when necessary, as determined by the Unit Master Committee members, for advice and counsel. The January Unit Caucus shall also adopt a list of bargaining priorities for their Unit.

Master Committee: The Master Committee shall develop a consensus recommendation and a proposed Statement of Bargaining Priorities for presentation to the March Assembly, and then negotiate with the State of Minnesota. The Committee has the power to alter, modify, change, or concede on all issues to obtain the best possible Agreement, and reach a tentative agreement, or declare that the Team has reached an impasse. The Master Committee shall have the power to refer specific issues to Department Supplemental Committees or to Unit Committees.

Voting on the Master Committee shall be one vote for each bargaining unit master committee member present. The State Employee Policy Committee Chair Officers have a voice but no vote on the Master Committee.

Executive Board: The Executive Board of the State Employee Policy Committee shall establish ground rules for bargaining and ratification. The Board has the specific power to call a strike, following a strike authorization vote, and to order a return to work from a strike.

The 'wage package' is to be determined by the Master Committee.

11) **Inequity Proposals**

Definition of Inequity—an instance of injustice or unfairness. For our purposes this means a different wage scale for the same classification within and/or outside of the public employer.

Inequity proposals must be accompanied by their justification and/or rationale, or they will not move forward in negotiations.

Locals submitting inequity proposals shall also identify member/s that can speak to the issue/s presented in the inequity proposal. The Master committee may request a member to come to negotiations when the inequity proposal is presented to the employer.

12) **Departmental Supplemental Committees:**

The Council will pay lost-time for the following number of members of supplemental committees. Policy Committees and local unions may establish larger committees but are responsible for lost-time for the extra members. Policy Committees/Local Unions shall be responsible for expenses for Supplemental Committees.

5 Members: DOT, DHS, DNR, CORR, MnState, Vets

3 Members: All Other Agencies

1 Member: Individual local unions in multi-local policy committees, e.g., a DHS, Corrections, MnState local.

The Master Committee may appoint a Master Committee member to each Supplemental Committee. All Supplemental Committees serve at the discretion of the Master Committee, and all tentative agreements must be approved by the Master Committee.

Multi-local (DOT, DHS, CORR, DNR, MnState, Vets) Supplemental Committees shall be elected at the **1/22/2027** Assembly by the delegates from the appropriate Local/Policy Committee.

All other Supplemental Committees shall be elected at a regular or special local meeting by December 6, 2026.

Single local supplemental proposals shall be adopted by local unions by October 1, 2026 DOT, DHS, CORR, DNR, Vets, MnState supplemental proposals shall be adopted on **(TBD)** at the conclusion of the Master Assembly.

- 13) The full Master Committee will convene on **(DATE TBD)** to review Unit actions on all issues. The Master Committee shall also adopt a Statement of Bargaining Priorities.
- 14) At the Negotiations Assembly held to review a tentative agreement or request a strike vote, all delegates shall receive a copy of all changed language, copies of all Negotiator's Reports, a detailed summary of all changes, and if a tentative agreement has not been reached, a detailed summary of all items in dispute.
- 15) A ratification vote or strike vote shall not begin sooner than 7 days after the final Assembly. The Executive Board shall approve the specifics of the ratification procedure, including mail ballot voting. This procedure shall ensure that ratification times and specific polling locations take into consideration the hours of work of all members in the geographical area.
- 16) There shall be a single ratification vote and single ballot for Units 2, 3, 4, 6 & 7.

Amended at 4/17/2026 SEPC Spring Conference



