

September 18, 2023
Unit 8 TA Announcement



After a lengthy negotiations process with the MN Department of Corrections and Minnesota Management and Budget, your AFSCME Council 5 Corrections Negotiations Team has just secured a historic Tentative Agreement for the approximately 2,000 corrections officers we proudly represent.

We have heard from and listened to hundreds of our correctional officers and staff who said wages were critically important to them to not only help recruit new workers but to retain our current workforce. Our work is ongoing to bring the DOC back to being an employer of choice, but this contract will make a huge difference in our members' pocketbooks. **Your negotiations team secured a historic agreement and they proved the Union Difference!**

Your fellow COs who serve on the negotiations team have unanimously voted to recommend members accept this Tentative Agreement (TA).

TENTATIVE AGREEMENT HIGHLIGHTS -

- 5.5% Across-the-Board (ATB) wage increase retroactive all the way back to July 1, 2023;
- ADDITIONAL 4.5% ATB wage increase beginning July 1, 2024. We haven't seen these ATB wage increases in more than 30 years;
- ELIMINATED 2 wage steps in our contract from 14 down to 12 in order to move COs through the wage scale faster;
- ADDITIONAL \$2.75 increase to EACH wage step (effective January 1, 2024);
- DOUBLED the deferred compensation conversion from 40 hours to 80 hours;
- BETTER release from work language in our contract;
- SIGNIFICANT increase in shift differential pay from \$1.65 per hour, up to \$2.25 per hour for hours worked between 6 pm-6 am.

DELEGATE ASSEMBLY -

On Saturday, September 23, 2023, from 8 AM-10 AM the Unit 8 Delegate Assembly will meet at the AFSCME Council 5 Office in South St. Paul to review and make a recommendation on the Tentative Agreement to the membership.

VOTING -

In-person and online voting will be available from October 2-4. We will send in-person voting locations and times later this week, along with the instructions to vote online through [MemberLink](#). You MUST be a dues-paying union member in order to have a voice and vote.

If you have not yet, please create a [MemberLink](#) account if you wish to vote online.

When would this agreement go into effect? -

If Correctional Officers in AFSCME Council 5 Unit 8 vote to accept this agreement, AFSCME Council 5 will notify MMB and the contract will go into effect. This is a historic change that our union secured this last legislative session where we successfully fought to REMOVE the politically-based contract ratification process at the Subcommittee on Employee Relations (SER). With our removal of this process, our union members won't be treated as political pawns at the Capitol in this regard, and will get your raises and benefits earlier than ever before.