SUMMARY OF CHANGES TO THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5 UNIT 208

Unless otherwise indicated, all changes are effective__________.

THROUGHOUT
Gender-specific pronouns that were missed last round throughout the contract updated.
Revision to Minnesota Management & Budget (ampersand to “and”).

ARTICLE 1 – PREAMBLE
Technical date change.
Add language to fix clerical errors discovered.

ARTICLE 2 – RECOGNITION
No change.

ARTICLE 3 – UNION SECURITY
No change.

ARTICLE 4 – SENIORITY

ARTICLE 5 – HOURS OF WORK
No change.

ARTICLE 6 – OVERTIME
Section 3. Distribution of Overtime C. Unscheduled Overtime. Modify how often an employee can be forced to work overtime from once every five (5) days to once every six (6) days.

ARTICLE 7 – HOLIDAYS
Section 2. A. Observed Holidays. Add Juneteenth holiday.

ARTICLE 8 – VACATION LEAVE
Section 1. A. Eligibility. Add language allowing employees in a C700 appointment to accrue and use vacation leave; hours used do not count towards the 700 hours.
ARTICLE 9 – SICK LEAVE
Section 1. Eligibility. Add language allowing employees in a C700 appointment to accrue and use sick leave; hours used do not count towards the 700 hours.

Section 4. Requests. Modify language so that requests are submitted in a manner determined by the Appointing Authority.

ARTICLE 10 – LEAVES OF ABSENCE

ARTICLE 11 – JOB SAFETY
No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS
Section 6. Eligibility for Bidding. Correction Officer 1s and Correction Officer 3s can bid during their initial probationary period.

Section 10. Probationary Period, A. Required Probationary Period. Modify language that probationary period can be extended three (3) months with notice to local union.


ARTICLE 13 – PROMOTIONAL RATINGS
No change.

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES
No change.

ARTICLE 15 – LAYOFF AND RECALL
Section 3, C. Layoff Notification. Add that the Union and the Employer can mutually agree to enter into a Memorandum of Understanding providing for the voluntary layoff of employees. An employee requesting layoff under this provision shall not be unreasonably denied consideration to be laid off by the Appointing Authority.

ARTICLE 16 – DISCIPLINE AND DISCHARGE
Section 2. Union Representation. Add language that a union representative providing employee-entitled representation during their work hours will have no loss of pay.

Section 3. Disciplinary Procedure. Modify vacation reduction in lieu of suspension can be up to the equivalent of three (3) workdays, after the employee’s prior approved vacation is taken into consideration.

Section 5. Discharge. Add language that a union representative providing employee-entitled representation at a Loudermill during their work hours will have no loss of pay.
Section 7. C. Removing Materials from File. Add that the removal of a Written Reprimand at the request of the employee resolves any applicable outstanding grievances.

**ARTICLE 17 – GRIEVANCE PROCEDURE**

No change.

**ARTICLE 18 – WAGES**

Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.


Section 4. Second Year Wage Adjustment. Renumbered to section 4 for deleted section. Effective July 1, 2022 all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 7. Shift Differential. Renumbered due to earlier deleted section. Modify shift differential to one dollar and sixty-five cents ($1.65) only for hours worked after 6 pm and before 6 am.

Section 10. Injured on Duty Pay. Renumbered due to earlier deleted section. Modify the number of hours that an employee can utilize, where in specific circumstances an injury on duty occurred, to four hundred (400) hours.

Add pilot program language into agreement where in specific circumstances employees who seek medical attention during or immediately following their shift, after incurring a disabling injury on the job from aggressive and or intentional acts of a person they are apprehending or trying to take into custody, may be compensated for the time until admission and or discharge not to exceed four hours or for up to an additional four hours if transport to a secondary medical facility is required.

Section 15. Deferred Compensation. Renumbered due to earlier deleted section. Update statute reference from 352.96 with current statute M.S.352.965. Modify deferred compensation match from $200 to $250.

**ARTICLE 19 – INSURANCE**

Section 2. Eligibility for Group Participation C Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that when two spouses work for the State and either spouse is listed as a dependent by the other, they cannot carry their own SEGIP coverage.

Section 4. Amount of Employer Contribution. Technical date change.


Section 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty-fifth (35th) day to the thirtieth (30th) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment. 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.


Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.


Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education. a. Develop programs. 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education. a. Develop programs. 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. NEW 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.
Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify to allow short-term disability to be offered every five (5) years.

**ARTICLE 20 – EXPENSE ALLOWANCES**

Section 3. Commercial Transportation. Add “ride-share” to list of transportation options.

Section 4. Overnight Travel. Delete phone reimbursement as an eligible expense.

**ARTICLE 21 – RELOCATION ALLOWANCES**

No change.

**ARTICLE 22 – WORK RULES**

No change.

**ARTICLE 23 – NON-DISCRIMINATION**

Add “orientation, gender identity” to areas without discrimination.

**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
Correct statutory reference.

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
No change.

APPENDIX B – HOLIDAYS
No change.

APPENDIX B1 – HOLIDAYS
No change.

APPENDIX C – VACATION
No change.

APPENDIX D – SICK LEAVE
No change.

APPENDIX E-1, AND E-2 – SALARY SCHEDULES

APPENDIX F – SENIORITY UNITS
No change.

APPENDIX G – CLASS OPTIONS
No change.

APPENDIX H - JUNIOR/SENIOR PLANS
No change.
APPENDIX I – PROHIBITION OF SEXUAL HARASSMENT
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 COMPUTER ERGONOMICS
No change.

APPENDIX L – STATUTORY LEAVES
No change.

APPENDIX M – STATEWIDE POLICY ON FAMILY MEDICAL LEAVE ACT
No change.

APPENDIX N – LETTERS
Add new letter Pilot programs for recruiting and referral incentives.

APPENDIX O – GLOSSARY
No change.

APPENDIX P – DRUG TESTING
No change.

APPENDIX Q – HIGH COST CENTERS FOR MEAL REIMBURSEMENT
No change.

APPENDIX R – CONNECT 700
Delete Appendix.