SUMMARY OF THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5
UNIT 25

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
Section 1, B, 2. Reallocations. Delete outdated date.
Section 1, B, 4. Temporary Appointment. Delete outdated date.
Section 2. Seniority Earned Under Previous Collective Bargaining Agreements. Modify language to continue seniority calculations under preceding Agreement.

ARTICLE 5 – HOURS OF WORK
Section 1. C. Schedule Posting. Technical change to correct section reference.
Section 1. D. Shift Exchanges. Modify language to allow employee to cancel vacation to engage in a shift exchange.

ARTICLE 6 – OVERTIME
Section 5 D. Compensatory Bank Liquidation. Modify compensatory bank carryover into next fiscal year (80 hours to 100 hours).

ARTICLE 7 – HOLIDAYS
Section 1. Eligibility. Add language making employees in a C700 appointment eligible for holiday pay; hours used do not count towards the 700 hours.
Section 2. Observed Holidays. Add Juneteenth holiday.

Section 2. Observed Holidays. B. Floating Holiday. Delete C700 reference to floating holiday.

ARTICLE 8 – VACATION LEAVE

Section 1. General Conditions. 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. Delete previous C700 language on vacation leave for C700 appointments.

Section 1. General Conditions. B. Use. Delete previous C700 language on vacation leave for C700 appointments. Delete language for reinstated or reappointed employees to use vacation in first six (6) months.

Section 1. General Conditions. B. Use. Modify language to approve vacation leave first for those employees previously denied vacation requests for that work shift.

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.

ARTICLE 10 – LEAVES OF ABSENCE

Section 3, G. Emergency Leave. Technical change to “human” made emergency.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

Section 5. Job Posting. Clarify bids are awarded within four weeks of the end of the posting period.

Section 7. A. Bidding. Modify for maximum number of vacancies filled by bids (3 vacancies to 2 vacancies).

Section 7. E. Other. Delete Routine Service language.

Section 10. F. Non-Certification. Technical re-wording change to clarify language.

ARTICLE 13 – (PLACEHOLDER)

No change.

ARTICLE 14 – (PLACEHOLDER)

No change.

ARTICLE 15 – LAYOFF AND RECALL

Section 3. Subsections D, E, I. Delete position qualified language for Unit 6 in all subsections.
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 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.

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – WAGES

Section 2. Conversion. Technical change to update dates.

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. Effective July 1, 2022 all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 15. Deferred Compensation Plan. Modify deferred compensation match from $200 to $250.

Section 16. Training Differential. Modify hourly training differential amount for employees providing training (from $1.00 to $2.75).

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 the 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 2. Vehicle Expense. Add “ride-share” to list of transportation options.

**ARTICLE 21 – RELOCATION ALLOWANCES**

Section 1. Authorization. A. Eligibility. Add “promotion” to list of situations that are not eligible.

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 – NO STRIKE OR LOCKOUT
No change.

ARTICLE 28 – LEGISLATION RATIFICATION
Section 1. Action Required. Technical change regarding session number.

ARTICLE 29 – LABOR/MANAGEMENT COMMITTEES
Section 3. Local Labor/Management Committees. Delete reference to page 162 of the Agreement.

ARTICLE 30 – WORKERS’ COMPENSATION
No change.

ARTICLE 31 – EMPLOYEE ASSISTANCE PROGRAM
No change.

ARTICLE 32 – ADA/WORKERS’ COMPENSATION
No change.

ARTICLE 33 – DURATION
Technical changes regarding session number, dates, and signatories.

APPENDIX A – HOLIDAYS
No change.

APPENDIX A1 – HOLIDAYS
No change.
**APPENDIX B – VACATION**
No change.

**APPENDIX C – SICK LEAVE**
No change.

**APPENDIX D – PROHIBITION OF SEXUAL HARASSMENT**
No change.

**APPENDIX E-1**

**APPENDIX E-2**

**APPENDIX E – APPOINTING AUTHORITY/DESIGNEE’S DUTY TO FURNISH INFORMATION TO EXCLUSIVE REPRESENTATIVES REGARDING CONTRACT GRIEVANCES**
No change.

**APPENDIX F – POLICY ON COMPUTER ERGONOMICS**
No change.

**APPENDIX G – STATUTORY LEAVES**
No change.

**APPENDIX H**
No change.

**APPENDIX I – GLOSSARY**
Delete term Resumix.

**APPENDIX J – DRUG TESTING**
No change.

**LETTERS**
No change.