

SUMMARY OF CHANGES TO THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5

Unless otherwise indicated, all changes are effective August 27, 2025.

THROUGHOUT

Update Current Contract Cycle (25-27) and Table of Contents to reflect final agreement.

ARTICLE 1 – PREAMBLE

Technical change of effective date.

ARTICLE 2 – RECOGNITION

No change.

ARTICLE 3 – UNION SECURITY

No change.

ARTICLE 4 – SENIORITY

No change.

ARTICLE 5 – HOURS OF WORK

Section 4. Part-time Hours. A. Reduce or Increase of Hours. 1. Employee Initiated. With mutual agreement of the Union and Appointing Authority, an employee may reduce or increase their hours on a temporary basis for up to six (6) months or may reduce or increase their hours on a permanent basis.

ARTICLE 6 – OVERTIME

Section 4. Distribution. Employees required to work overtime that is not in compliance with the section shall receive a lump sum payment for each shift worked in violation of this section. This provision sunsets upon the implementation of the 2027 – 2029 Agreement.

Section 5. Liquidation. B. Compensatory Bank. At the Appointing Authority's discretion, compensatory bank is increased to two hundred forty (240) hours.

Section 5. Liquidation. D. Compensatory Bank Liquidation. Technical change to correct spelling of "liquidated."

ARTICLE 7 – HOLIDAYS

Section 3. Substitute Holidays. Delete. Renumber remaining sections.

Section 7. Holiday Pay. Technical change to clarify and reflect holiday pay when holiday falls on a scheduled workday.

ARTICLE 8 – VACATION LEAVE

(NEW) Section 3. Crediting and Use of Vacation Upon Entry to State Service. Add language to allow employees entering State service and current State employees who were not in a vacation eligible position to be credited with forty (40) hours of vacation leave upon being appointed to a position that is vacation eligible. Vacation leave is then reduced proportionately as vacation leave is accumulated. Renumber remaining sections.

Section 3. Requesting and Using Vacation. A. Modify language for supervisors to approve or deny vacation requests.

Section 3. Requesting and Using Vacation. B. Add language for employees to submit vacation requests that are ten (10) consecutive days or longer up to twelve (12) months in advance.

Section 6. Vacation Transfer and Liquidation. Modify language from continuous service to payroll status as it relates to ineligibility for vacation leave liquidation when employees separate from state service.

ARTICLE 9 – SICK LEAVE

Section 1. Eligibility. Delete language limiting intermittent, emergency, and temporary employees from accruing sick leave.

Section 3. Sick Leave Use. Add reference to “under applicable law” to acknowledge other reasons an employee may be entitled to use sick leave.

Section 3. Sick Leave Use. B. Others. Modify notice period to accompany parents to routine dental or medical appointments to seven (7) calendar days.

Section 3. Sick Leave Use. Modify date on Appendix N, Letter to April 8, 2025, to reflect new letter replacement.

ARTICLE 10 – LEAVES OF ABSENCE

Section 3. Paid Leaves of Absence. A. Bereavement Leave. Add reference to “or covered under applicable law for sick leave use” to acknowledge other individuals and protections under which an employee may be entitled to use sick leave for bereavement purposes.

Section 3. Paid Leaves of Absence. N. Paid Parental Leave. 2. Eligibility. Modify eligibility for Paid Parental Leave to be for those who do not meet the eligibility criteria under the Minnesota Paid Leave law.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

Section 5. Job Posting. Modify language so a posted vacancy may be canceled after the posting period provided a reasonable basis exists for cancelling and upon request, the Appointing Authority shall provide the Local Union with the reason(s) for the cancellation.

Section 10. Probationary Period. C. Length of Probationary Period. 6. Employees promoted or transferred prior to the completion of their probationary period. Delete outdated reference to effective date of provision.

Section 10. Probationary Period. D. Probationary Evaluation. Delete “counseling” from performance review.

ARTICLE 13

No change.

ARTICLE 14

No change.

ARTICLE 15 – LAYOFF AND RECALL

Section 3. Permanent Layoff. D. Procedure. Replace “Employer” with “Appointing Authority” throughout section.

Section 3. Permanent Layoff. E. Conditions for Bumping or Accepting Vacancies. Modify Appendix “T” to “S.”

Section 3. Permanent Layoff. F. Rights of Employees Returning to the Bargaining Unit. Replace “Employer” with “Appointing Authority” throughout section.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

No change

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – WAGES

Section 1. Salary Ranges. Delete outdated language regarding minimum first step of at least \$20.00 per hour.

Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2025, all salary ranges and rates shall be increased by 1.5%, rounded to the nearest cent.

Section 4. Second Year Wage Adjustment. Effective July 1, 2026, all salary ranges and rates shall be increased by 1.75%, rounded to the nearest cent.

Section 5. Progression. D. Compensation Grids 2A and 3A. Retitle to “Compensation Grid 3A.” Delete “2A and” from section.

Section 5. Progression. F. Compensation Grid 4A – Human Services Technician. Clarify those employees covered by grid 4A progress in the range on a semi-annual basis. Delete language remaining.

Section 10. Severance Pay. Delete outdated language reference 2015-2017 Agreement.

Section 11. Injured on Duty Pay. Delete outdated language reference to 2019-2021 Agreement.

Section 16. Deferred Compensation. Add language that an employee may convert their compensatory time bank up to two (2) times during the fiscal year starting July 1, 2026.

Section 18. Incentives Pilot. Delete section. Renumber remaining sections.

(NEW) Section 20. Student Loan Payment Reimbursement. Moves pilot program into body of contract and makes it permanent.

ARTICLE 19 – INSURANCE

Section 1. State Employee Group Insurance Program (SEGIP). Add language to standardize shared aspects of the Insurance Article; move those standardized insurance benefit provisions (Sections 4 – 7) to an Insurance Addendum.

Section 2. Eligibility for Group Participation. C. Dependents. 2. Children. b. Dependent Child. Add “child by legal guardianship” to list of eligible dependents.

Section 2. Eligibility for Group Participation. C. Dependents. 2. Children. b. Dependent Child. Add “child by placement to employee, who is a relative of the child, as established by court judgement, order or decree” to list of eligible dependents.

Section 2. Eligibility for Group Participation. C. Dependents. 2. Children. b. Dependent Child. Modify language to clarify when a foster child, child by legal guardianship, or placement of a child is considered an eligible dependent.

Section 2. Eligibility for Group Participation. C. Dependents. 2. Children. b. Dependent Child. Add language to clarify a dependent child is generally eligible to age 26, unless the child’s status as a dependent ceases at an earlier date, such as the expiration of a court order or decree.

Section 2. Eligibility for Group Participation. C. Dependents. 3. Grandchildren. Modify language to clarify when a grandchild is considered an eligible dependent; add language that a grandchild of an employee is an eligible dependent up to age 25.

ARTICLE 20 – EXPENSE ALLOWANCES

No change.

ARTICLE 21 – RELOCATION ALLOWANCES

No change.

ARTICLE 22 – WORK RULES

No change.

ARTICLE 23 – NON-DISCRIMINATION

No change.

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

No change.

ARTICLE 30 – BARGAINING UNIT ELIGIBLE WORK TRAINEES APPRENTICES

No change.

ARTICLE 31 – LABOR/MANAGEMENT COMMITTEES

No change.

ARTICLE 32 – WORKERS' COMPENSATION

No change.

ARTICLE 33 – EMPLOYEE ASSISTANCE PROGRAM

No change.

ARTICLE 34 – ADA/WORKERS’ COMPENSATION

No change.

ARTICLE 35 – DURATION

Technical changes of dates and signatories.

APPENDIX A – BARGAINING UNITS FOR WHICH AFSCME COUNCIL 5 HAS EXCLUSIVE BARGAINING RIGHTS

No change.

APPENDIX B – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX B1 – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX C – PRORATED VACATION SCHEDULE

Effective the first full pay period following implementation of the Agreement, eligible employees will receive full vacation leave accruals at seventy-eight (78) hours per pay period.

APPENDIX D – PRORATED SICK LEAVE SCHEDULE

Effective the first full pay period following implementation of the Agreement, eligible employees will receive sick leave accruals at a quarter (.25) hour per pay period.

Effective the first full pay period following implementation of the Agreement, eligible employees will receive full sick leave accruals at seventy-eight (78) hours per pay period.

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

Update grids to reflect first year (1.5%) and second year (1.75%) wage adjustments.

APPENDIX F – PAY DIFFERENTIALS

No change.

APPENDIX G – SENIORITY UNITS

Technical modifications to various seniority unit names.

Technical additions of various seniority units.

Modify seniority units to reflect separation of Direct Care and Treatment (DCT) from the Department of Human Services (DHS).

APPENDIX H – CLASS OPTIONS

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

(New Letter) Employee Assistance Program (EAP). Update and replace August 1, 2003, letter. Letter reflects current services provided by EAP.

(New Letter) Earned Safe and Sick Leave. Update and replace August 15, 2014, letter. Letter explaining Earned Sick and Safe Time (ESST) law coverage and use.

Student Loan Payment Reimbursement Opt-in Pilot. Delete letter.

(New Letter) Classification Study (OAS and CSS Class Series). Letter committing MMB to initiate a classification study for all classes within the Office and Administrative Specialist series and Customer Service Specialist series during the 2025-2027 contract period.

(New Letter) Summer Balloon Payments. Letter addressing the union coalition’s proposal regarding summer balloon insurance premium payments.

APPENDIX O – UNIT 6 POSITION QUALIFICATIONS

No change.

APPENDIX P – GLOSSARY

No change.

APPENDIX Q – DRUG TESTING

No change.

APPENDIX R – SUPPLEMENTAL AGREEMENTS

Modifications made to various supplemental agreements as agreed upon by the agencies.

APPENDIX S – LAYOFF WORKSHEET

No change.

INSURANCE ADDENDUM

Refer to Article 19 – Insurance, Section 1. State Employee Group Insurance Program (SEGIP) modifications: move standardized insurance benefit provisions (previously Sections 4 – 7) to an Insurance Addendum (now Sections 1-4).

Section 1. Amount of Employer Contribution. Technical date changes throughout section.

Section 2. Coverage Changes and Effective Dates. D. Open Enrollment. 1. Frequency and Duration. Modify language to offer Open Enrollment for health and dental coverage in 2025 and 2026 to be effective on January 1 in 2026 and 2027.

Section 3. Basic Coverages. A. Employee and Family Health Coverage. Technical date changes throughout section.

Section 3. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under Minnesota Advantage Health Plan. a. Benefit Options. 4) Advantage Benefit Chart for Services Incurred During Plan Years 2026 and 2027. Lower mental health office visit copay for benefit levels 3 and 4.

Section 3. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under Minnesota Advantage Health Plan. b. Incentive. Delete outdated language. Re-letter remaining sections.

Section 3. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under Minnesota Advantage Health Plan. i. Children living with an ex-spouse outside the Advantage Plan's service area. Delete outdated language. Re-letter remaining sections.

Section 3. Basic Coverages. B. Employee Life Coverage. 1. Basic Life and Accidental Death and Dismemberment Coverage. Increase basic life and accidental death and dismemberment coverage amounts for each eligibility level to standardize table across bargaining units.

Section 3. Basic Coverages. B. Employee Life Coverage. 3. Procurement. Delete outdated language.

Section 4. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Under the State Dental Plan. a. Copayments. Modify language and table to include how National Network benefits apply for members who see a dental provider outside of Minnesota that is in their dental plan administrator's national network but not the State Dental Plan network.

Section 4. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Under the State Dental Plan. b. Deductible. Add language to include deductible amounts that apply to National Network non-preventative services received from national network providers outside the State Dental Plan network.

Section 4. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Under the State Dental Plan. d. Orthodontia lifetime maximum. Increase orthodontia lifetime maximum benefit amount.

Section 4. Optional Coverages. B. Life Coverage. 7. Procurement. Delete outdated language.

Section 4. Optional Coverages. C. Disability Coverage. 3. Procurement. Delete outdated language.

Section 4. Optional Coverages. C. Disability Coverage. 3. (NEW) Disability Coverage Subcommittee. Add language to create a subcommittee of the Joint Labor Management Committee to review disability plan options to conform with and complement the Minnesota Paid Leave Law.

Section 4. Optional Coverages. F. (NEW) Voluntary Legal Services Coverage. Add an optional legal services benefit pursuant to contract parameters with the State's vendor for disability insurance. Re-letter remaining section.