

SUMMARY OF THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5

Unless otherwise indicated, all changes are effective _____.

THROUGHOUT

Change of gender specific pronouns to gender neutral.

ARTICLE 1 – PREAMBLE

Technical change of effective date.

ARTICLE 2 – RECOGNITION

No change.

ARTICLE 3 – UNION SECURITY

No change.

ARTICLE 4 – SENIORITY

Section 2. Seniority Earned Under Previous Collective Bargaining Agreements. Technical date change.

ARTICLE 5 – HOURS OF WORK

Section 2. Non-Continuous and Non-Extended Operations. B. Work Day, Work Week/Period. 3. Changes in Work Day or Week/Period. Added “by the Appointing Authority,” for when changed schedules shall be posted.

Section 2. Non-Continuous and Non-Extended Operations. C. Flextime Scheduling. Appointing Authority and local union may agree to Flextime scheduling provided it does not require payment of overtime. Flextime schedules may be cancelled by either party with 30 day notice.

Section 2. Non-Continuous and Non-Extended Operations. D. Hours Balancing. Added section allowing balancing of hours within work period provided it does not require payment of overtime.

Section 3. Continuous and extended operations. B. Work day. Added “by the Appointing Authority,” for when changed schedules shall be posted.

ARTICLE 6 – OVERTIME

No change.

ARTICLE 7 – HOLIDAYS

Section 3. Substitute Holiday. Added Martin Luther King Jr. Day.

Section 8. Work on a Holiday. B. Payment. Added intermittent employees to those who work on any holiday provided by this agreement that shall be paid in cash at the employee's appropriate overtime rate.

ARTICLE 8 – VACATION LEAVE

No change.

ARTICLE 9 – SICK LEAVE

Section 3. Sick Leave Use. B. Others. Corrected appendix letter reference.

ARTICLE 10 – LEAVES OF ABSENCE

Section 3. Paid Leaves of Absence. F. Voting Time Leave. Added leave for tribal elections.

Section 3. Paid Leaves of Absence. K. Transition Leave as a Result of Non-Certification. (New) Up to 40 hours of transition leave to an employee who is non-certified from one Appointing Authority who has rights to a previous position with another Appointing Authority.

Section 3. Paid Leaves of Absence. Re-lettering of K, L, and M, to L, M, and N, due to insertion of the new letter K. Transition Leave as a Result of Non-Certification

Section 4. Unpaid Leaves of Absence. L. Leave to Vote in Tribal Elections. Deleted this section since Section 3. Paid Leaves of Absence will now allow paid leave for voting in tribal elections.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

Section 5. Job Posting. Corrected appendix letter reference.

Section 7. Filling Positions. Corrected appendix letter reference.

ARTICLE 13 – PROMOTIONAL RATINGS

Deleted article and held Article 13 numbering for future use.

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES

Deleted article and held Article 14 numbering for future use.

ARTICLE 15 – LAYOFF AND RECALL

Section 3. Permanent Layoff. D. Procedure. Corrected appendix letter reference.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

Section 6. Appeal Procedures. Deleted "the arbitration step of" from the sentence "However, oral reprimands are excluded from the arbitration step of the grievance procedure."

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – WAGES

Section 1. Salary Ranges. Agreed that the minimum wage of employees would be \$15.00 per hour.

Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2019, salary range and rates increased by two and one-quarter percent.

Section 4. Second Year Wage Adjustment. Effective July 1, 2020, salary range and rates increased by two and one-half percent.

Section 10. Injured on Duty Pay. (Added.) 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 16. Voluntary Shift Bonus for HSTs and LPNs. Increased bonus from fifty dollars to one hundred dollars and deleted provision termination date.

ARTICLE 19 – INSURANCE

Section 1. State Employee Group Insurance Program (SEGIP). Modify language so the summary of benefits is now distributed electronically.

Section 3. Eligibility for Employer Contribution. D. Special Eligibility. 4. Corrections Early Retirement Incentive. b. Conditions for Eligibility. 1) CERP Employees who are Covered by this Agreement Before December 1, 2007. b). Add the phrase “the Employer Contribution toward”, to clarify intent. Add language that CERP employees retiring directly from an unpaid medical leave must continue their coverage throughout the leave in order to qualify for the Employer Contribution.

Section 3. Eligibility for Employer Contribution. D. Maintaining Eligibility for Employer Contribution. Technical change to update cross reference.

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

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Employee Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 2. Dependent Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Employee Coverage. Technical date changes.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Employees. Delete language that defaults re-hired employees and dependents to the previous plan administrator.

Section 5. Coverage Changes and Effective Dates. B. When Coverage May be Changed or Cancelled. 1. Changes Due to a Life Event. e. Clarify that a change in the place of residence of the employee, retiree or their spouse or dependent is only a qualifying life event if the change is outside the health plan service administrator's service area.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. Technical date changes throughout section.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 4) Advantage Benefit Chart for Services Incurred during Plan Years 2020 and 2021. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Modify language to allow a \$70 first-dollar credit in 2021 to individual deductibles conditional upon completing qualifying activities in the State of Wellbeing program.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 1) Copayments and annual out-of-pocket maximums. Update section to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. j. Lifetime maximums and non-prescription out-of-pocket maximums. Update section to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes.

Section 7 Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. a. Copayments. Technical date change.

Section 7 Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. c. Annual Maximums. Add language that excludes the cost of preventative services from annual maximum.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. d. Orthodontia Lifetime maximum. Increase lifetime maximum benefit for orthodontia from \$2,400 to \$3,000.

Section 7. Optional Coverages. B. Life Coverage. 1. Employee. Add language so that an employee may only be covered by one state sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 2. Spouse. Add language so that a spouse may only be covered by one state sponsored life coverage policy.

Section 7. Optional Coverages. B. Life Coverage. 3. Children/Grandchildren. Technical change to update cross reference. Add language so that children/grandchildren may only be covered by one state sponsored life coverage policy. Change when a child/grandchild's life insurance coverage commences.

Section 7. Optional Coverages. D. Accidental Death and Dismemberment Coverage. Add language to increase the amount of accidental death and dismemberment coverage an employee may purchase.

Section 7. Optional Coverages. E. Vision Coverage. Add new section which specifies that a fully employee paid vision benefit will be available beginning January 1, 2021 subject to agreement by the subcommittee of the Joint Labor Management Insurance Committee to the benefit set determined through the state's Request for Proposal (RFP) process. Subsequent re-lettering.

ARTICLE 20 – EXPENSE ALLOWANCES

Section 4. Overnight Travel. Deleted reimbursement for personal telephone calls.

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

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

No change.

ARTICLE 33 – EMPLOYEE ASSISTANCE PROGRAM

Corrected spelling error in article title.

ARTICLE 34 – ADA/WORKERS' COMPENSATION

No change.

ARTICLE 35 – DURATION

Technical changes regarding session number, 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

No change.

APPENDIX D – PRORATED SICK LEAVE SCHEDULE

No change.

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

Appendix E-1 – Salary Schedules, July 1, 2019 through June 30, 2020. Added additional ranges to compensation grid for unit 202. The single grid for Units 204 and 206 was split out for each unit. Some salary ranges in the new grid for Unit 204 were deleted because they were unused by Unit 204 job classifications.

Appendix E-2 – Salary Schedules, July 1, 2020 through June 30, 2021. Added additional ranges to compensation grid for unit 202. Amended grid for Unit 204.

APPENDIX F – PAY DIFFERENTIALS

No change.

APPENDIX G – SENIORITY UNITS

No change.

APPENDIX H – CLASS OPTIONS

No change.

APPENDIX I – JUNIOR/SENIOR PLANS

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 VDT ERGONOMICS

No change.

APPENDIX L – STATUTORY LEAVES

No change.

APPENDIX M – STATEWIDE POLICY ON FAMILY MEDICAL LEAVE ACT

No change.

APPENDIX N – LETTERS

No change.

APPENDIX O – UNIT 6 POSITION QUALIFICATIONS

No change.

APPENDIX P – GLOSSARY

Correct appendix letter in listing for Qualified.

APPENDIX Q – DRUG TESTING

No change.

APPENDIX R – HIGH COST CENTERS FOR MEAL REIMBURSEMENT

No change.

APPENDIX S – SUPPLEMENTAL AGREEMENTS

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

APPENDIX T – LAYOFF WORKSHEET

Added worksheet to provide a visual explanation of the layoff process as found under Article 15, Layoff and Recall, Section 3. Permanent Layoff. D. Procedure. Appendix T was unintentionally omitted from the 2017-2019 printing of the agreement.