

**SUMMARY OF THE 2017-2019 COLLECTIVE  
BARGAINING AGREEMENT BETWEEN THE  
STATE OF MINNESOTA AND AFSCME, COUNCIL NO. 5  
UNIT 25 – RADIO COMMUNICATION OPERATORS**

Unless otherwise indicated, all changes are effective on \_\_\_\_\_, 2017.

**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 1. General. G. Reporting Time and Pay. Modified language to reduce the number of hours an employee is paid if the employee shows up to work and there is no work (from three (3) hours to two (2) hours).

Section 1. General. G. Reporting Time and Pay. Technical change to correct reference.

**ARTICLE 6 - OVERTIME**

Section 5. Compensatory Bank Liquidation [Modified Sub-Section Title]. Added language modifying under what circumstances an employee's compensatory time bank is liquidated in cash.

**ARTICLE 7 - HOLIDAYS**

Section 2. Observed Holidays. A. Floating Holiday. Added language to allow Connect 700 program participants that were current, permanent, classified state employees to use their earned floating holiday.

Section 2. Observed Holidays. A. Floating Holiday. Modified language to provide that floating holidays that are not taken or scheduled will not be paid off.

Section 6. Holiday Pay Entitlement. Modified language to remove obsolete reference “mandatorily retired.”

## **ARTICLE 8 – VACATION LEAVE**

Section 1. General Conditions. Added language throughout section to allow Connect 700 program participants that were current, permanent, classified state employees to use their earned vacation leave.

Section 2. Length of Service Requirements/Accruals. B. Length of Service Requirements. Modified language to remove the five (5) year cap on length of service accrual credit for prior 911 dispatch employment.

Section 2. Length of Service Requirements/Accruals. B. Length of Service Requirements. Added language to allow prior public sector employees to receive an accrual credit, at the discretion of the Appointing Authority.

Section 3. Vacation Period. Deleted reference to “on forms furnished by the Appointing Authority”.

Section 3. Vacation Period. Modified language to allow employees to cancel vacation fourteen (14) calendar days prior to the start of vacation, at the discretion of the Appointing Authority.

Section 6. Vacation Transfer and Liquidation. Added language modifying under what circumstances an employee’s vacation bank is liquidated in cash.

## **ARTICLE 9 - SICK LEAVE**

Section 1. Eligibility. Added language to allow Connect 700 program participants that were current, permanent, classified state employees to use their earned sick leave.

Section 4. Requests. Deleted reference to “on forms furnished by the Appointing Authority”.

## **ARTICLE 10 – LEAVES OF ABSENCE**

Section 3. Paid Leaves of Absence. M. Paid Parental Leave (NEW). Added language to provide that paid parental leaves of up to six (6) consecutive weeks shall be granted to eligible state employees who request such leave following the birth or adoption of a child. – Language is the same as previous MOU.

## **ARTICLE 11 – JOB SAFETY**

No change.

**ARTICLE 12 – VACANCIES, FILLING OF POSITIONS**

Section 10. Probationary Period. C. Length of Probationary Period. 2. Intermittents and Less Than 50% Time Employees. Technical change to correct typographical error.

**ARTICLE 13 – NO CONTENT**

No change.

**ARTICLE 14 – TRANSFERS BETWEEN AGENCIES**

No change.

**ARTICLE 15 – LAYOFF AND RECALL**

No change.

**ARTICLE 16 – DISCIPLINE AND DISCHARGE**

Section 6. Appeal Procedures. Modified language to reflect that oral reprimands are not grievable.

**ARTICLE 17 – GRIEVANCE PROCEDURE**

No change.

**ARTICLE 18 – WAGES**

Section 2. Conversion. Effective July 1, 2017, employees shall be assigned to the same relative step within the salary range for their class except as specified below.

Employees who are paid a rate which exceeds the maximum rate for their class prior to the implementation of this Agreement, but whose rate falls within the new salary range for their class, shall be assigned to the maximum of the new range.

Employees whose salaries as of June 30, 2017 equal or exceed the new maximum rate for their class shall not receive a salary adjustment, but these employees shall not receive a reduction in pay.

Section 3. First Year Wage Adjustment. Effective July 1, 2017, the salary range and rates shall be increased by two percent (2.0%), rounded to the nearest cent. Employees convert to the new compensation grid as provided in Section 2, Conversion.

Section 3. First Year Wage Adjustment. Delete references to expired Radio Communications differential, which was incorporated into base wages during the 2015-2017 bargaining term.

Section 4. Second Year Wage Adjustment. Effective July 1, 2018, the salary range and rates shall be increased by two and one-quarter percent (2.25%), rounded to the nearest cent. This salary adjustment shall be given to all employees including those employees whose rates of pay exceed the maximum rate for their class.

Section 7. Shift Differential. Technical change to reflect FLSA language.

Section 16. Training Differential. Increase Training Differential from \$0.65 per hour to \$1.00 per hour.

## **ARTICLE 19 – INSURANCE**

Section 2. Eligibility for Group Participation. B. Employees. – Special Eligibility. 4. Separated Employees Under M.S. 43A. 27. Add clarifying language so that retirees who meet the expected criteria are eligible under this section.

Section 4. Amount of Employer Contribution. Delete first line under this section because it is obsolete. Technical date changes.

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

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

Section 4. Amount of Employer Contribution. B Contribution Formula – Dental Coverage. Employee Coverage. Increase monthly premium for dental coverage from \$5.00 per month to \$13.50 per month.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 1. Newly Hired Employees. Add language to clarify that it applies to employees who do not waive medical coverage.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 1. Newly Hired Employees. Add language describing that if an employee is re-hired within 365 days of previous separation and does not choose a health plan administrator during open enrollment the employee and any dependents will be defaulted to the plan administrator which they had previously been enrolled.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 2. Eligibility Changes. Add language to clarify that it applies to employees who do not waive medical coverage.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 3. Waiving Medical Coverage. (NEW) Add new language stating that effective July 1, 2017, employee may choose to waive medical coverage and process to do so.

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 2018 and 2019. Convenience clinics and Online Care modified to show no co-pay.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 4) Special Coverage for “Grandfathered Diabetic Group.” Delete this section.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 5) Special Coverage for Nicotine Replacement Therapies. Delete this section as obsolete.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. k. In-Network Convenience Clinics and Online Care. Modify language to show there is no longer a \$10.00 co-payment.

Section 7 Optional Coverages. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. a. Copayments. Add implants as a listed service with 80% coverage after deductible In-Network and 50% coverage Out-of-Network. Also modify In-Network coverages for Prosthetics, Prosthetic Repairs and Orthodontics from 50% coverage to 80% coverage. Delete phrase which limits orthodontic care for dependents.

Section 7 Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. c. Annual maximums. Increase annual maximum from \$1500.00 to \$2000.00.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. d. Orthodontia lifetime maximum. Delete language which currently limits coverage to dependent children ages 8 to 18.

Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify language so that an employee who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in short-term disability coverage within 30 days without proof of insurability.

Section 7. Optional Coverages. C. Disability Coverage. 2. Long-term Disability Coverage. Modify language so that an employee who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in long-term disability coverage within 30 days without proof of insurability

## **ARTICLE 20 – EXPENSE ALLOWANCES**

No change.

**ARTICLE 21 – RELOCATION EXPENSES**

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 – NO STRIKE OR LOCKOUT**

No change.

**ARTICLE 28 - LEGISLATIVE RATIFICATION**

Technical change to legislative session number.

**ARTICLE 29 – LABOR/MANAGEMENT COMMITTEES**

No change.

**ARTICLE 30 – WORKERS' COMPENSATION**

No change.

**ARTICLE 31 – EMPLOYEE ASSISTANCE PROGRAM**

No change.

**ARTICLE 32 – ADA/WORKER'S COMPENSATION**

No change.

**ARTICLE 33 - DURATION**

Technical date, session number, and name changes.

**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 – COMPENSATION GRID 25**

The salary schedule shall be effective July 1, 2017 through November 14, 2017.

A range reassignment shall be incorporated into the salary schedule effective November 15, 2017 through June 30, 2018.

**APPENDIX E-2 – COMPENSATION GRID 25**

The salary schedule shall be effective July 1, 2018 through June 30, 2019.

**APPENDIX F – APPOINTING AUTHORITY/DESIGNEE’S DUTY TO FURNISH INFORMATION TO EXCLUSIVE REPRESENTATIVES REGARDING CONTRACT GRIEVANCES**

No change.

**APPENDIX G - POLICY ON VDT ERGONOMICS**

No change.

**APPENDIX H – STATUTORY LEAVES**

Added statutory reference to leave for Organ Donation.

## **APPENDIX I – FMLA POLICY**

Technical change updating links to the FMLA Policy, Procedure and General Memo. Deleted unintended reference to Statewide Reimbursement for Safety Footwear.

## **APPENDIX J – GLOSSARY**

No change.

## **APPENDIX K – DRUG TESTING**

No change.

## **LETTERS**

Moved section to after Appendix K, so at the end of contract. Added Table of Contents to Letters.

### **LETTER 1 – EMPLOYEE INVOLVEMENT IN PURCHASING DECISIONS**

No change.

### **LETTER 2 – MINNESOTA DATA PRACTICES ACT**

No change.

### **LETTER 3 – LEAVE TIME FOR EAP APPOINTMENTS**

No change.

### **LETTER 4 – EMPLOYEE PERFORMANCE REVIEWS**

No change.

### **LETTER 5 – DURATION OF PROBATIONARY PERIODS**

Updated letter to reflect longer probationary period of nine (9) months.

### **LETTER 6 – TRAINING SUPERVISORS**

No change.

### **LETTER 7 – JOB AUDITS**

No change.

**LETTER 8 – APPROVED COMPENSATORY TIME**

No change.

**LETTER 9 – EXPANSION OF SICK LEAVE BENEFITS**

No change.