

SUMMARY OF THE 2019-2021 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 _____, 2019

TECHNICAL CHANGE THROUGHOUT CONTRACT

Change “his/her” to “their” and “he/she” to “they” and “himself/herself” to “themselves.”

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

No change.

ARTICLE 6 - OVERTIME

Section 3. Scheduled Overtime. Added language regarding how forced overtime will be assigned.

Section 5. Liquidation. D. Compensatory Bank Liquidation. Increased the number of compensatory bank hours that an employee may carry over from one fiscal year to the next from 50 hours to 80 hours.

ARTICLE 7 - HOLIDAYS

No change.

ARTICLE 8 – VACATION LEAVE

No change.

ARTICLE 9 - SICK LEAVE

Section 3. Sick Leave Use. B. Others. Deleted language which required that sick leave could only be used when a spouse, children, parents or step-parent lived in the same household.

ARTICLE 10 – LEAVES OF ABSENCE

Section 3. Paid Leaves of Absence. F. Voting Time Leave. Added Tribal elections to types of paid Voting Time.

Section 3. Paid Leaves of Absence. K Transition Leave as a Result of Non-Certification [NEW SUB-SECTION]. Added provision for up to 40 hours of Transition Leave as a result of Non-Certification.

Section 4. Unpaid Leaves of Absence. Leave to Vote in Tribal Elections. Tribal Elections deleted as an unpaid leave type in accordance with changes to the Voting Time Leave section.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

Section 4. Reassignment. E. Other. 2. Demotion [REVISED SUB-SECTION TITLE]. Struck Voluntary from title for clarity.

Section 4. Reassignment. E. Other. 3. Transfer [REVISED SUB-SECTION TITLE]. Struck Voluntary from title for clarity.

ARTICLE 13 – NO CONTENT

No change.

ARTICLE 14 – NO CONTENT [NEW ARTICLE TITLE]

Deleted the obsolete TRANSFERS BETWEEN AGENCIES Article in its entirety, with Article number held for future use.

ARTICLE 15 – LAYOFF AND RECALL

No change.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

Section 3. Disciplinary Procedures. In instances of vacation reduction in lieu of suspension, the required amount of vacation balance is reduced from 50 hours to 40 hours and the amount of vacation that may be reduced is increase from 3 days to 5 days.

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – WAGES

Section 2. Conversion. Effective July 1, 2019, 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, 2019 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, 2019, the salary range and rates shall be increased by two percent (2.25%), rounded to the nearest cent. Employees convert to the new compensation grid as provided in Section 2, Conversion.

Section 4. Second Year Wage Adjustment. Effective July 1, 2020 the salary range and rates shall be increased by two and one-quarter percent (2.5%), 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 9. Severance Pay. Deletion of obsolete language referencing age 65 as the age for retirement.

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. E. 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 their 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. a. (2)Annual maximums. Add language that excludes the cost of preventative services from the annual maximum.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. b. 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. F. Vision Coverage [NEW]. 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 2. Automobile Expense. Deleted obsolete reference wherein routes are provided in accordance with Transportation Department records.

Section 4. Overnight Travel. Deleted obsolete reference wherein actual calls per trip are reimbursed at a rate of number of nights away from home by three (3) dollars.

Section 5. Meal Allowances. B. Noon Meal. Modifies condition for noon meal reimbursement from 35 miles away to only when employee is in travel status overnight.

ARTICLE 21 – RELOCATION EXPENSES

No change.

ARTICLE 22 – WORK RULES

No change.

ARTICLE 23 – NON-DISCRIMINATION

Modifies the reference from Appendix D to MMB HR/LR Policy #1329 entitled "Sexual Harassment Prohibited."

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

Appendix deleted with a link to MMB HR/LR Policy #1329 entitled “Sexual Harassment Prohibited.”

APPENDIX D-1 – COMPENSATION GRID 25 [RENUMBERED FROM E-1]

The salary schedule shall be effective July 1, 2019 through June 30, 2020.

APPENDIX D-2 – COMPENSATION GRID 25 [RENUMBERED FROM E-2]

The salary schedule shall be effective July 1, 2020 through June 30, 2021.

APPENDIX E – APPOINTING AUTHORITY/DESIGNEE’S DUTY TO FURNISH INFORMATION TO EXCLUSIVE REPRESENTATIVES REGARDING CONTRACT GRIEVANCES[RENUMBERED FROM F]

No change.

APPENDIX F - POLICY ON VDT ERGONOMICS [RENUMBERED FROM G]

No change.

APPENDIX G – STATUTORY LEAVES [RENUMBERED FROM H]

Added statutory reference to leave for Organ Donation.

APPENDIX H – FMLA POLICY [RENUMBERED FROM I]

Technical change updating links to the FMLA Policy, Procedure and General Memo.

APPENDIX I – GLOSSARY [RENUMBERED FROM J]

No change.

APPENDIX J – DRUG TESTING [RENUMBERED FROM K]

No change.

LETTERS

No change.

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

No change.

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.