

# **SUMMARY OF THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5 UNIT 208**

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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 1. D. Shift Exchanges. Modify language to limit shift exchanges to ten (10) per calendar month.

## **ARTICLE 6 – OVERTIME**

No change.

## **ARTICLE 7 – HOLIDAYS**

No change.

## **ARTICLE 8 – VACATION LEAVE**

No change.

## **ARTICLE 9 – SICK LEAVE**

No change.

## **ARTICLE 10 – LEAVES OF ABSENCE**

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

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**

No change.

#### **ARTICLE 13 – PROMOTIONAL RATINGS**

No change.

#### **ARTICLE 14 – TRANSFERS BETWEEN AGENCIES**

Technical change to update obsolete language.

#### **ARTICLE 15 – LAYOFF AND RECALL**

No change.

#### **ARTICLE 16 – DISCIPLINE AND DISCHARGE**

No change.

#### **ARTICLE 17 – GRIEVANCE PROCEDURE**

No change.

#### **ARTICLE 18 – WAGES**

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. January 1, 2020 Wage Grid Modification. Add new section which modifies Compensation Grid 8 as provided in Appendix E-1.

Section 5. Second Year Wage Adjustment. Renumbered from added section. Effective July 1, 2020, salary range and rates increased by two and one-half percent.

#### **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. C. Special Eligibility. 3. 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 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 2. Automobile Expense. Deleted according to Transportation Department records.

## **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**

No change.

#### **ARTICLE 34 – ADA/WORKERS' COMPENSATION**

No change.

#### **ARTICLE 35 – DURATION**

Technical changes regarding session number, dates, and signatories.

#### **APPENDIX A**

No change.

## **APPENDIX B – HOLIDAYS**

No change.

## **APPENDIX B1 –HOLIDAYS**

No change.

## **APPENDIX C –VACATION**

No change.

## **APPENDIX D –SICK LEAVE**

No change.

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

Appendix E-1 – Salary Schedules, July 1, 2019 through December 31, 2019 and January 1, 2020 through June 30, 2020.

Appendix E-2 – Salary Schedules, July 1, 2020 through June 30, 2021.

## **APPENDIX F – SENIORITY UNITS**

No change.

## **APPENDIX G – CLASS OPTIONS**

No change.

## **APPENDIX H - JUNIOR/SENIOR PLANS**

No change.

## **APPENDIX I – PROHIBITION OF SEXUAL HARASSMENT**

No change.

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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**

Add new letter Pilot Economic Items (Injured on Duty). 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.

Add new letter interpreting contract language and the impact of medical leaves as a result of qualified on-duty disabling injury on Probationary Periods.

#### **APPENDIX O – GLOSSARY**

Modify incorrect definition of Unclassified Service.

#### **APPENDIX P – DRUG TESTING**

Correct appendix letter in listing for Qualified.

#### **APPENDIX Q – HIGH COST CENTERS FOR MEAL REIMBURSEMENT**

No change.

#### **APPENDIX R – CONNECT 700**

No change.