

SUMMARY OF CHANGES TO THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5 UNIT 8

Unless otherwise indicated, all changes are effective September 24, 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

Section 1. Definitions. B. Classification Seniority. Delete entire subsection 2 regarding reallocation. Renumber subsections 3, 4, 5, and 6. Renumber reference to Article 12, Section 10 as related technical change.

ARTICLE 5 – HOURS OF WORK

Section 1. D. Shift Exchanges. Add language clarifying that all shift exchanges shall be completed within 12 weeks from the date of the first exchange.

Section 1. D. Shift Exchanges. Increase maximum number of shift exchanges to 36 per fiscal year and eliminate monthly cap on shift exchanges.

Section 1. E. Meal Periods. Delete language regarding nature of work.

ARTICLE 6 – OVERTIME

No change.

ARTICLE 7 – HOLIDAYS

No change.

ARTICLE 8 – VACATION LEAVE

Section 3. Requesting and Using Vacation. E. Modifies subsection to allow the parties to mutually agree to waive the limitation that employees can only cancel up to 25 vacation days each fiscal year in addition to the existing ability to waive the 30-day notice requirement for cancellation or alteration of approved vacation.

ARTICLE 9 – SICK LEAVE

Section 1. Eligibility. Delete language regarding intermittent, emergency, and temporary employees.

Section 3. Sick Leave Use. Add “under applicable law” reference for use of sick leave.

Section 3. Sick Leave Use. B. Others. 5. Change required notice from 14 to 7 calendar days.

Section 3. Sick Leave Use. B. Others. 6. Update letter reference date.

ARTICLE 10 – LEAVES OF ABSENCE

Section 3. Paid Leaves of Absence. A. Bereavement Leave. Add language regarding coverage under applicable sick leave use law.

Section 3. Paid Leaves of Absence. A. Bereavement Leave. Use of PPL in lieu of sick leave for bereavement.

Section 3. Paid Leaves of Absence. G. Emergency Leave. Correct reference from “Statues” to “Statute.”

Section 4. F. Personal Leave. Delete language pertaining to personal leaves of absence less than 10 working days.

Section 4. K. MSRS Board of Directors Leave. New subsection granting unpaid leave for elected service on Minnesota State Retirement System (MSRS) Board of Directors with ability to substitute vacation leave, floating holiday, or compensatory time.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS

Section 6. Eligibility for Bidding. Delete reference to reallocation.

Section 6. Eligibility for Bidding. Delete paragraph regarding the ability of employees on seasonal/permanent layoff being eligible to bid on vacancies.

Section 6. Eligibility for Bidding. New paragraph allowing an employee 7 days to cancel any unwanted vacation due to change in days off and/or shift. Cancelled vacation shall be made available to other employees. Cancelled days will not count towards the 25-day cancellation limit unit Art. 8, Sec. 3E.

Section 7. Filling Positions, A. Bidding. Request to review may go to the Human Resource Director or designee.

Section 7. Filling Positions. E. Other. Request to review may go to the Human Resource Director or designee.

Section 9. Effects of Reallocations on the Filling of Positions. Delete entire section regarding reallocation.

Section 10. Probationary Period. Renumber as Section 9.

Section 10. Probationary Period. A. Required Probationary Period. Update references to Section 10C as Section 9C and Section 10B as Section 9B.

Section 10. Probationary Period. C. Length of Probationary Period. Delete entire subsection 3 regarding reallocation. Renumber subsections 4, 5, 6, and 7.

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

Section 11. Performance Evaluations. Renumber as Section 10.

ARTICLE 13 – PROMOTIONAL RATINGS

Delete and leave intentionally blank (hold for future use).

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES

No changes.

ARTICLE 15 – LAYOFF AND RECALL

Section 3. Permanent Layoff. F. Junior/Senior Plans. Replace references to “reallocated” and “reallocation” with “moved” and “position.”

Section 3. Permanent Layoff. H. Layoff Lists. 1. Seniority Unit Layoff Lists. Delete references to reallocation.

Section 3. Permanent Layoff. H. Layoff Lists. 2. Class (or Class Option) Layoff List. Delete reference to reallocation.

Section 5. Limited Interruptions of Employment. Change calendar days to scheduled work days.

ARTICLE 16 – DISCIPLINE AND DISCHARGE

No change.

ARTICLE 17 – GRIEVANCE PROCEDURE

Section 2. D. Steps. Add “or designated Appointing Authority Representative” to Steps 1 and 2.

ARTICLE 18 – WAGES

Section 1. Salary Ranges. A. Salary Range Assignments. Update references to appendices from E-1, E-2, and E-3 to E-1 and E-2.

Section 2. Conversion. Update references from 2023 to 2025.

Section 3. First Year Wage Adjustment. Change 2023 to 2025 and update 5.5% to 1.5%.

Section 4. Second Year Wage Adjustment. Change 2024 to 2026 and update 4.5% to 1.75%. Update reference from Appendix E-3 to Appendix E-2.

Section 5. Progression. Make step increase effective on employee’s progression date.

Section 5. Progression. Compensation Grid 8. Clarify wording regarding step movement.

Section 6. Salary Upon Class Change. F. Salary Over Maximum on Reallocation. Delete entire subsection F regarding reallocation.

Section 6. Salary Upon Class Change. F. Compensation upon Promotion, Transfer, and Demotion. New subsection clarifying that for purposes of determining compensation upon promotion, transfer, and demotion, the Employer will comply with relevant Minnesota statutes.

Section 8. Work Out of Class. Add paragraph stating that for work out of class assignments, the contract that covers the work governs the applicable differentials, premium pay, and overtime eligibility.

Section 11. Performance Evaluations. Employee receives copy of performance evaluation upon signing by all signees listed.

Section 15. Deferred Compensation. Delete outdated reference to “one hundred and” from first paragraph.

Section 16. Incentives Pilot. Delete entire section as incentives pilot sunset upon implementation of 2025 – 2027 contract.

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” and “child by placement to employee, who is a relative of the child, as established by court judgement, order or decree” to the 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 – INTENTIONALLY BLANK (HOLD FOR FUTURE USE)

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

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

Revise sick leave accrual for eligible employees working at least $\frac{1}{4}$ but less than $9\frac{1}{2}$ hours.

APPENDIX E-1, E-2, AND E-3 – SALARY SCHEDULES

Appendix E-1 – Salary Schedules, July 1, 2025, through June 30, 2026.

Appendix E-2 – Salary Schedules, July 1, 2026, through June 30, 2027.

APPENDIX F

No change.

APPENDIX G – CLASS OPTIONS

No change.

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

August 15, 2014 Letter re Further Expansion of Sick Leave Benefits. Delete letter and replace with June 11, 2025 Letter re: Earned Sick and Safe Leave law.

August 4, 2021 Letter re 2021-2023 Pilot Economic Items. Delete letter.

August 6, 2025 Letter re Deletion of Reallocation Language. New letter.

August 7, 2025 Letter re Supervisory and Personnel Files. New Letter.

APPENDIX O – GLOSSARY

Glossary. Delete definition of “Reallocation” as the reallocation process is not used for employees in the bargaining unit.

APPENDIX P – DRUG TESTING

No change.

INSURANCE ADDENDUM

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

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.