

**SUMMARY OF THE 2017-2019 COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE
STATE OF MINNESOTA AND AFSCME, COUNCIL NO. 5
UNIT 8 – CORRECTIONAL OFFICERS**

Unless otherwise indicated, all changes are effective the date following the Legislative Coordinating Commission’s approval.

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. D. Shift Exchanges. 2. Deleted “of the date submitted” to allow more flexibility.

Section 1. General. D. Shift Exchanges. 9. Deleted “9.” which limited shift exchanges on cancelled vacation days. Renumbered subsequent numbers.

ARTICLE 6 – OVERTIME

Section 3. Distribution of Overtime. A. General Provisions. 3. Added “or shift exchanges to end of sentence to allow more flexibility when overtime is distributed.

Section 3. Distribution of Overtime. B. Scheduled Overtime. Modified the definition of “scheduled overtime.”

Section 3. Distribution of Overtime. C. Unscheduled Overtime.

Modified the definition of “unscheduled overtime.”

Section 4. Liquidation. Deleted second sentence to allow employees the ability to split overtime hours between cash or compensatory time.

Section 7. Overnight Activities. Deleted section 7 as it no longer applies. Renumbered subsequent sections.

ARTICLE 7 – HOLIDAYS

Section 2. Observed Holiday. Deleted references to “observed” throughout the article to alleviate confusion as to the date of holiday.

Section 2. Observed Holiday. A. Floating Holiday. Added a reference to view Article 8, which now clarifies that Floating Holidays must be used before vacation so that they are not paid off.

ARTICLE 8 – VACATION LEAVE

Section 1. B. Use. Deleted paragraph to allow employees the ability to use earned vacation in the first six (6) months of employment. Moved last sentence to Section 3.

Section 3. Vacation Period. Modified title of section to “Requesting and Using Vacation” to better explain the Section. Added a new “A.” which requires employees to use their Floating Holiday before using vacation. Re-lettered subsequent paragraphs.

Section 3. Vacation Period. B. Added sentence moved from deleted Section 1. B. Use.

Section 3. Vacation Period. E. Added language that limits the number of times an employee can cancel vacation to twenty-five (25) days in a fiscal year.

ARTICLE 9 – SICK LEAVE

No change.

ARTICLE 10 – LEAVES OF ABSENCE

Section. Paid Leaves of Absence. Added Paid Parental Leave Memorandum of Understanding (MOU) into new paragraph “N.”

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

No change.

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, 2017, all salary ranges 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.

Section 4. Second Year Wage Adjustment. Effective July 1, 2018, all salary ranges 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.

ARTICLE 19 – INSURANCE

Technical date changes.

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 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 July 1, 2009. Add the word “CERP” to the beginning of the heading 1) as well as to the beginning of the first sentence under this specific section.

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 July 1, 2009. b) Add clarifying language to so that CERP employees who go on an unpaid medical leave may be eligible for the employer contribution if this occurs prior to retirement and if they were eligible for the employer contribution prior to going on an unpaid leave.

Section 4. Amount of Employer Contribution. Delete first sentence in this section because it is obsolete. Technical date change.

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 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 – 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 – SALARY SCHEDULE

The salary schedule and list of classes and salaries shall be effective July 1, 2017 through June 30, 2018.

APPENDIX E-2 – SALARY SCHEDULE

The salary schedule and list of classes and salaries shall be effective July 1, 2018 through June 30, 2019.

APPENDIX F – SENIORITY UNITS

No change.

APPENDIX G – CLASS OPTIONS

No change.

APPENDIX H – JUNIOR/SENIOR PLAN

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

No change.

APPENDIX N – LETTERS

No change.

APPENDIX P - DRUG TESTING

No change.

APPENDIX Q – HIGH COST CENTERS FOR MEAL REIMBURSEMENT

No change.

APPENDIX R – CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES

Added new Appendix incorporating MOU regarding the Connect 700 program and the benefits which are available to current employees.

DRAFT