

SUMMARY OF THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES (MAPE)

Unless otherwise indicated, all changes are effective August 27, 2025.

PREAMBLE

Technical date change.

ARTICLE 1 – ASSOCIATION RECOGNITION

No change.

ARTICLE 2 – STRIKES AND LOCKOUTS

No change.

ARTICLE 3 – DUES DEDUCTION

No change.

ARTICLE 4 – NON-DISCRIMINATION

Section 4. General Policy. Modify language to refer to HR/LR Policy.

ARTICLE 5 – EMPLOYER RIGHTS

No change.

ARTICLE 6 - EMPLOYEE RIGHTS

No change.

ARTICLE 7 – ASSOCIATION RIGHTS

Section 4. Use of State Facilities. Modify language to reflect the Appointing Authority shall grant the Association access to State facilities in accordance with PELRA.

ARTICLE 8 – DISCIPLINE AND DISCHARGE

Section 2. Association Representation. Add language regarding notification of investigation closure to subject and Association (if subject has representation in an investigation).

Section 6. Unclassified Employees. Modify language for the termination of unclassified employees to not be subject to the grievance provisions. Instead, upon request, the employee is allowed a meeting to discuss the reasons for the termination and, upon request, the employee is entitled to Association representation at such meeting.

Section 8. Personnel File. Modify language to have employees make a written request for a letter of expectation to be removed from their personnel file. Modify language from “may” to “shall” for a letter of expectation to be removed from their personnel file.

Section 8. Personnel File. Modify language to clarify the documentation and testimony that can be used in a disciplinary action or hearing.

ARTICLE 9 – GRIEVANCE PROCEDURE

No change.

ARTICLE 10 – VACATION LEAVE

Section 2. Accruals. Delete outdated date.

ARTICLE 11 – HOLIDAYS

No change.

ARTICLE 12 – SICK LEAVE

Section 1. Sick Leave Accumulation. Modify for all employees to be eligible for sick leave accrual use.

Section 3. Sick Leave Use. Add language to refer to applicable law. Add reference to new letter regarding employee usage of accrued sick leave.

Section 3. E. Bereavement Leave. Add language to refer to applicable law.

ARTICLE 13 – SEVERANCE PAY

No change.

ARTICLE 14 – LEAVES OF ABSENCE

Section 2. Leaves with Pay. M. Blood Donation Leave. Add language to reference statute for blood donation leave.

ARTICLE 15 – SENIORITY

Section 1. Definitions. B. Classification Seniority. NEW 6. Temporary Unclassified Converted to Classified. Add language for temporary unclassified employees who are converted to a classified position; class seniority includes service from which they were converted, however such class seniority does not include time prior to implementation of the agreement.

Section 3. Seniority Rosters. Technical modification to delete “Executive Director”.

ARTICLE 16 – VACANCIES, FILLING OF POSITIONS

Section 3. Job Posting and Interest Bidding. Add minimum qualifications to job posting.

Section 6. Probationary Periods. Reduce probationary period to thirty (30) days for employees whose temporary unclassified appointment is converted to the unlimited classified service in the same class.

ARTICLE 17 – LAYOFF AND RECALL

Section 2. Labor-Management Cooperation. Technical change to reference correct statute.

Section 3. Permanent Layoff. A. Layoff Procedures. 2. Advance Notice. Technical modifications to delete “Executive Director”.

Section 3. Permanent Layoff. A. Layoff Procedures. 4. Layoff Options. Technical change to reference correct Appendix.

ARTICLE 18 – EXPENSE ALLOWANCES

Section 5. Overnight Travel. Technical change to reference correct section number.

ARTICLE 19 – RELOCATION ALLOWANCES

No change.

ARTICLE 20 – 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” to list of eligible dependents.

Section 2. Eligibility for Group Participation. C. Dependents. 2. Children. b. Dependent Child. Add “child by placement to employee, who is a relative of the child, as established by court judgement, order or decree” to 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 21 – TRANSFERS BETWEEN DEPARTMENTS

No change.

ARTICLE 22 – HEALTH AND JOB SAFETY

No change.

ARTICLE 23 – HOUSING

Section 4. Chaplain's Housing Allowance. Increase parsonage allowance to \$30,000 per year.

ARTICLE 24 – WAGES

Section 2. Conversion. Update dates to July 1, 2025.

Section 3. First Year Wage Adjustment. Effective July 1, 2025, all salary ranges and rates shall be increased by one and one-half percent (1.5%), 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, 2026, all salary ranges and rates shall be increased by one and three-quarters percent (1.75%), rounded to the nearest cent. Employees convert to the new compensation grid as provided in Section 2.

Section 5. Progression. Modify language so progression increases are effective *on* the employee's anniversary date.

Section 7. Incentives. Delete section and renumber remaining sections.

Section 8. Salary Upon Class Change. Modify language to comply with Pay History Law.

Section 17. Deferred Compensation Plan. Increase State-paid contribution match to the deferred compensation program to \$500.

ARTICLE 25 – CALL-IN, CALL-BACK, ON-CALL

No change.

ARTICLE 26 – WORK UNIFORMS

No change.

ARTICLE 27 – HOURS OF WORK AND OVERTIME

Section 1. General Provisions. I. Recommendations on FLSA Status. Delete subsection and renumber remaining subsections.

Section 1. General Provisions. J. Telecommuting Plans. Rename section "Telework"; modify "telecommute/telecommuting" to "telework/teleworking" and "telecommuting plan" to "telework arrangement" throughout section.

Section 1. General Provisions. J. Telecommuting Plans. Add language that the Appointing Authority shall consider an employee's request to telework.

Section 1. General Provisions. J. Telecommuting Plans. Modify language that, when practicable, the Appointing Authority shall provide the employee *no less than 21 days'* notice prior to changing or canceling an employee's teleworking arrangement.

Section 3. Exempt Employees. B. Balancing Hours. Add language that exempt employees' requests to balance hours shall not be unreasonably denied. The timing and terms of future hours balancing will be agreed upon at the time the additional hours are worked.

ARTICLE 28 – WORK RULES

No change.

ARTICLE 29 – VOLUNTARY REDUCTION IN HOURS

No change.

ARTICLE 30 – BARGAINING UNIT ELIGIBLE WORK TRAINEES

No change.

ARTICLE 31 – AMERICANS WITH DISABILITIES ACT

Section 3. Process. Technical modifications to delete "Executive Director".

ARTICLE 32 – LABOR MANAGEMENT COMMITTEE/MEET AND CONFER COMMITTEE

Section 2. Committee. Add "artificial intelligence" to the list of mutual concerns to address through the labor management committee.

ARTICLE 33 – SAVINGS CLAUSE

No change.

ARTICLE 34 – DURATION

Technical date change.

APPENDIX A – VACATION

No change.

APPENDIX B – HOLIDAYS

No change.

APPENDIX C – SICK LEAVE

Modify sick leave accrual schedule by reducing time worked needed to accrue sick leave.

APPENDIX D – SENIORITY UNITS

Technical modifications to various seniority unit names.

Technical additions of various seniority units.

Modify seniority units to reflect separation of Direct Care and Treatment (DCT) from the Department of Human Services (DHS).

APPENDIX E-1, E-2, F-1 and F-2 – COMPENSATION GRIDS and CLASSES AND SALARIES

Update grids to reflect first year (1.5%) and second year (1.75%) wage adjustments.

APPENDIX G – SUPPLEMENTAL AGREEMENTS

Modifications made to various supplemental agreements as agreed upon by the agencies.

APPENDIX H – PROHIBITION OF SEXUAL HARASSMENT

No change.

APPENDIX I – AFFIRMATIVE ACTION COMMITTEE

No change.

APPENDIX J – EMPLOYEE DRUG AND ALCOHOL TESTING POLICY

No change.

APPENDIX K – STATEWIDE POLICY ON FMLA

Technical change from “on-line” to “online”.

Technical change to update link to HR/LR Policy #1409.

APPENDIX L – STATUTORY LEAVES

No change.

APPENDIX M – LAYOFF FLOWCHART

No change.

LETTERS

Letter 5 – Use of State Facilities. Delete letter.

Letter 6 – Administrative Procedure 1.2. Delete letter.

Letter 10 – Unclassified Employees Joint Labor Management. Delete letter.

Letter 12 – Career Development JLMC. Delete letter.

Letter 13 – Career Mapping. Delete letter.

Letter 17 – Earned Sick and Safe Time Law (April 15, 2025). New letter explaining Earned Sick and Safe Time (ESST) law coverage and use.

Letter 18 – Artificial Intelligence (May 16, 2025). New letter addressing the Association’s concerns with artificial intelligence (AI) and its impact on the workforce.

Letter 19 – Summer Balloon Payments (June 25, 2025). New letter addressing the union coalition’s proposal regarding summer balloon insurance premium payments.

INSURANCE ADDENDUM

Refer to Article 20 – Insurance, Section 1. State Employee Group Insurance Program (SEGIP) modifications: move standardized insurance benefit provisions (previously Sections 4 – 7) to an Insurance Addendum (now Sections 1-4).

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.