Unless otherwise indicated, all changes are effective ____________.

THROUGHOUT
Gender-specific pronouns throughout the contract updated.

PREAMBLE
Technical date change.

ARTICLE 1 – COUNCIL RECOGNITION
No change.

ARTICLE 2 – COUNCIL DUES
No change.

ARTICLE 3 – EMPLOYER RIGHTS
No change.

ARTICLE 4 – COUNCIL AND EMPLOYEE RIGHTS
No change.

ARTICLE 5 – NO STRIKE OR LOCKOUT
No change.

ARTICLE 6 - HOURS OF WORK AND OVERTIME
Section 2. Non-exempt Employees A. Normal Work Period 2 b. Modify shift differential from $0.65 to $1.65 an hour and only applies to hours worked between 7.00 p.m. and 6 a.m.

Section 2. Non-exempt Employees C. Flextime Plans. Add clarifying language that existing flextime plans must be consistent with FLSA

Section 2. Non-exempt Employees D. Liquidation. Modify language from “may” to “shall”.

Section 4. On-Call. Technical change, the last sentence in paragraph moved to the beginning of the section.

ARTICLE 7 – HOLIDAYS
Section 8. Religious Holidays. Modify language to change required employee notification period from 5 to 10 working days.

**ARTICLE 8 – VACATION LEAVE**

Section 2. Allowances. Technical change to write out the abbreviated words in the column headers of the Length of Service Requirement chart.


**ARTICLE 9 – SICK LEAVE**

Section 3. Usage A. Employees 1. Add the word “injury.”

Section 3. Usage A. Employees 4. Add statutory language allowing sick leave to be used for safety leave.

Section 3. Usage B. Others. Add language that permits sick leave usage for statutorily allowed persons into the body of contract.

Section 3. Usage C-Dependent Children. Technical change to capitalize the first word of each subsection.

Section 3. Usage C-Dependent Children 5. Modify language to clarify definition of a dependent child.


**ARTICLE 10 – LEAVES OF ABSENCE**

Section 2. Paid Leaves of Absence E Voting Time Leave. Add tribal elections into voting time section so that tribal elections are not treated differently than any other election.

**ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS**

Section 1. Definitions. G Add new section and language defining “promotion.”

Section 3. Filling of Vacancies A. Laterals. Modify language that consideration includes interviewing eligible lateral candidates meeting minimum qualifications.

Section 8. Pilot Program-Phased Retirement. Delete section.

**ARTICLE 12 – PROBATIONARY PERIOD**

No change.

**ARTICLE 13 –SENIORITY, LAYOFF AND RECALL**

Section 4. Council Cooperation. Technical change to capitalize first word of each bullet in this section.
ARTICLE 14 – DISCIPLINE AND DISCHARGE
No change.

ARTICLE 15 – GRIEVANCE PROCEDURE
No change.

ARTICLE 16 – JOB SAFETY
No change.

ARTICLE 17 – WAGES
Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2019, all salary ranges and rates shall be increased by two and one-quarter percent (2.25%), 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, 2020, all salary ranges and rates shall be increased by two and one-half percent (2.50%), 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 5. Progression. Added language “Graduate Engineer 1, Graduate Engineer Trainee, Land Surveyor in Training, Graduate Engineer 2, and Graduate Land Surveyor Trainee employees may receive a one-step salary increase every six months from the prior increase, provided their performance is satisfactory, up to and including the maximum salary rate for their class.”

Section 6. Achievement Awards. Added language establishing Team Achievement Awards.

Section 7. Supervisor Pay Differential. Added new section that designated supervisors will be paid a differential of $38.46 per pay period beginning July 1, 2020.


ARTICLE 18 – INSURANCE
Section 1. State Employee Group Insurance Program (SEGIP). Modify language so the summary of benefits is now distributed electronically.

Section 4. Amount of Employer Contribution. Technical date change.


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. 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 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. 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 19 – EXPENSE ALLOWANCES
Section 7. Personal Expenses. Delete language allowing reimbursement for personal telephone call charges.

ARTICLE 20 – RELOCATION EXPENSES
No change.

ARTICLE 21 – SALARY SAVINGS LEAVE
No change.

ARTICLE 22 – NON-DISCRIMINATION
No change.

ARTICLE 23 – ADA/WORKER’S COMPENSATION
No change.

ARTICLE 24 – WORK RULES
No change.

ARTICLE 25 – COMPLETE AGREEMENT AND WAIVER CLAUSE
No change.

ARTICLE 26 – SAVINGS CLAUSE
No change.
ARTICLE 27 – DURATION
Technical date and name changes.

APPENDIX A – SALARY RANGE ASSIGNMENTS
Updated FLSA designations as of January 2020.

APPENDIX B – 1
Modify grid to reflect ranges and salaries as of July 1, 2019.

APPENDIX B – 2
Modify grid to reflect ranges and salaries as of July 1, 2020.

APPENDIX C – STATUTORY CITATIONS
No change.

APPENDIX D – STATEWIDE POLICY ON FMLA
No change.

APPENDIX E-CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES
No change.

APPENDIX F – GLOSSARY
Modify Exempt-Employee definition to include Administrative Test.

LETTERS
Letter on Lateral Expressions of Interest in Posted Vacancies at MnDOT. Delete letter.


Letter on Pilot Programs. Added letter to memorialize agreement to conduct pilot programs on Equity Adjustments and Student Loan Reimbursement.