

**CHANGES TO THE 2017-2019 COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE STATE OF MINNESOTA AND
MINNESOTA GOVERNMENT ENGINEERING COUNCIL**

Unless otherwise indicated, all changes are effective on _____, 2018.

PREAMBLE

Technical date change.

ARTICLE 1 – COUNCIL RECOGNITION

Section 2. Job Classification.

Technical change to add new classification, Engineering Specialist, Principal, to list of job classifications.

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

No change.

ARTICLE 7 – HOLIDAYS

Section 1. Eligibility.

Add the word “classified” to the language to allow temporary unclassified employees holiday pay.

ARTICLE 8 - VACATION LEAVE

Section 4. Adjusting Length of Service Credit.

Modify language to allow a four (4) year look-back period for public sector vacation credit from one (1) year.

Section 4. Adjusting Length of Service Credit.

Expand language to allow agencies discretion to grant credit to new and current employees with prior private sector employment experience directly related to their current State position for such service when calculating their vacation accrual rate.

[NEW] Section 8. 2017-2019 Contract Period Vacation Conversion to Deferred Compensation.
Add language for a pilot program to allow engineers who supervise and who are at the maximum of their salary range to convert up to forty (40) hours of vacation leave to deferred compensation.

ARTICLE 9 – SICK LEAVE

Section 3. Usage. B. Others.

Technical change to correct typographical error.

Section 3. Usage. D. General Conditions.

Technical change to correct date of letter reference.

ARTICLE 10 – LEAVES OF ABSENCE

Section 2. Paid Leaves of Absence. [NEW] K. Paid Parental Leave.

Incorporate terms of the Paid Parental Leave Memorandum of Understanding into the contract as a permanent type of paid leave of absence.

ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS

Section 2. Lateral Job Posting.

Modify language to decrease the vacancy posting period from ten (10) days to seven (7).

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Add new language to allow employees who are away or on an approved leave of absence to express interest in lateral postings posted during their absence.

ARTICLE 12 – PROBATIONARY PERIOD.

Section 1. Required Probationary Periods and Duration.

Modify language to increase the probationary period for all unlimited appointments to positions in the classified service from six (6) months to twelve (12).

Section 1. Required Probationary Periods and Duration.

Add language to clarify that paid leaves of absence under Article 10 in excess of ten (10) working days will be added to the duration of the probationary period.

Section 2. Discretionary Probationary Period.

Modify language to increase discretionary probationary period from six (6) months to twelve (12).

ARTICLE 13 – SENIORITY, LAYOFF AND RECALL

Section 1. Definitions. C. Classification Seniority.

Add language stating that higher related class service time outside the bargaining unit will not be applied to classes within the bargaining unit.

ARTICLE 14 – DISCIPLINE AND DISCHARGE

Section 2. Disciplinary Action.

Add language to increase the amount of vacation days that may be reduced in lieu of a suspension from four (4) days to ten (10) days.

ARTICLE 15 – GRIEVANCE PROCEDURE*

No change.

ARTICLE 16 – JOB SAFETY *

No change.

ARTICLE 17 – WAGES

Section 2. Conversion.

Effective July 1, 2017, all employees shall be assigned to the same relative step within the salary range for their class except as specified below.

Employees who are paid a rate which exceeds the maximum rate for their class prior to the implementation of this Agreement, but whose rate falls within the new salary range for their class, shall be assigned to the maximum of the new range.

In the event the July 1, 2017 maximum rate set forth in Appendix B-1 is equal to or less than the employee's current salary, no adjustment shall be made, but employees assigned to these classes shall suffer no reduction in pay and shall continue at their current rate of pay as of June 30, 2017.

Section 3. First Fiscal Year Wage Adjustment.

Effective July 1, 2017 all salary ranges and rates for classes covered in this Agreement shall be increased by two percent (2.0%), rounded to the nearest cent.

The compensation grid for classes covered by this Agreement is contained in Appendix B-1. Employees shall convert to the new compensation grid as provided in Section 2. Conversion to the new compensation grid shall not change an employee's eligibility for step progression increases.

Section 3. First Fiscal Year Wage Adjustment.

Technical change to delete references to compensation codes 9J, 11K, and 14K.

Section 4. Second Fiscal Year Wage Adjustment.

Effective July 1, 2018, all salary ranges and rates for classes covered by this Agreement shall be increased by two and one-quarter percent (2.25%), rounded to the nearest cent.

Salary increases provided by this section shall be given to all employees including those employees whose rates of pay exceed the maximum rate for their class. The compensation grid for classes covered by this Agreement is contained in Appendix B-2. Conversion to the new compensation grid shall not change an employee's eligibility for step progression increases.

Section 4. Second Fiscal Year Wage Adjustment.

Technical change to delete references to compensation codes 9J, 11K, and 14K.

Section 5. Salary Range Maximum Rates.

Technical change to delete section. Subsequent renumbering.

Section 6. Achievement Awards.

Modify and expand language to allow agencies who have three (3) or fewer employees in this bargaining unit (e.g. Revenue) to grant an achievement award.

Section 14. State Contribution to Deferred Compensation Plan Contributions.

Technical change to add a reference to new pilot for term of contract allowing vacation conversion to deferred compensation section.

Section 16. Health Care Savings Plan.

Add language so that all employees contribute one percent (1%) of their gross earnings to a personal Health Care Savings Plan.

Section 16. Health Care Savings Plan.

Modify language to increase the amount of severance pay that is paid into a Health Care Savings Plan, from seventy-five percent (75%) to one hundred percent (100%) for employees with twenty (20) or more years continuous State service.

Section 16. Health Care Savings Plan.

Modify language to increase the amount of severance or vacation payouts that is paid in cash from two hundred dollars (\$200) to five hundred dollars (\$500).

ARTICLE 18 – INSURANCE

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 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 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. 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. A. 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. A. 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 in 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, employees may choose to waive medical coverage and describes 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. j. In-Network Convenience Clinics and Online Care.

Modify language to show there is no longer a \$10.00 co-payment.

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. 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 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 19 – EXPENSE ALLOWANCES

Section 3. Other Vehicle Transportation Expense.

Modify language to increase motorcycle reimbursement rate from fifteen (15) to thirty (30) cents per mile.

Section 6. Meal Allowances. D. Reimbursement Amount.

Modify language to expand the metropolitan reimbursement rate to locations outside the forty-eight (48) contiguous United States.

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

Section 1. Complete Agreement Between Parties.

Technical date and session number changes.

ARTICLE 26 – SAVINGS CLAUSE

No change.

ARTICLE 27 – DURATION

Technical date changes and update signatures.

APPENDIX A

Technical change to add new classification, Engineering Specialist, Principal, to list of salary range assignments.

APPENDIX B-1 – CLASS ASSIGNMENTS AND SALARY SCHEDULES

The list of classes and the salary schedules effective July 1, 2017 through June 30, 2018.

APPENDIX B-2 – CLASS ASSIGNMENTS AND SALARY SCHEDULES

The list of classes and the salary schedules effective July 1, 2018 through June 30, 2019.

APPENDIX C – STATUTORY CITATIONS

Technical change to add Leave for Organ Donation to list of statutory citations.

APPENDIX D – STATEWIDE POLICY ON FMLA

No change.

[NEW] APPENDIX E – CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES

Add memorandum of understanding (MOU) which allows Connect 700 program participants who are current eligible employees to use any earned vacation leave, sick leave, and to earn holiday pay. Subsequent re-lettering.

APPENDIX F – GLOSSARY

No change.

LETTERS

Add new letter regarding Phased Retirement Pilot Program.

***SIDE AGREEMENTS:**

The parties also agreed to convene a meeting to discuss the issues of reimbursement for safety shoes [Policy 1410] and other safety equipment.

The parties agreed that the Advisory Mediation process, already used with other bargaining units, is available to the parties on a voluntary basis after a grievance has been appealed to MMB. MMB also agreed to have its LR Consultant attend a Step 1 grievance meeting at MnDOT to observe the process.