

SUMMARY OF THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA GOVERNMENT ENGINEERING COUNCIL (MGEC)

Unless otherwise indicated, all changes are effective December 17, 2025.

THROUGHOUT

Update Contract Cycle (2025 – 2027) and Table of Contents to reflect final agreement.

PREAMBLE

Technical date change.

ARTICLE 1 – COUNCIL RECOGNITION

No change.

ARTICLE 2 – COUNCIL DUES

Section 1. Payroll Deduction. Delete language regarding fair share fees.

Section 3. Hold Harmless. Delete language regarding fair share fees.

ARTICLE 3 – EMPLOYER RIGHTS

No change.

ARTICLE 4 – COUNCIL AND EMPLOYEE RIGHTS

Section 1. Council Activities. Add “artificial intelligence” as an example of items to address through the meet and confer process.

ARTICLE 5 – NO STRIKE OR LOCKOUT

No change.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

Section 1. Exempt Employees. D. Overtime. Add language that holidays are now considered hours worked for purposes of this section.

ARTICLE 7 – HOLIDAYS

Section 8. Religious Holidays. Technical change to reference correct section number.

ARTICLE 8 – VACATION LEAVE

Section 7. Vacation Rights. Increase amount of vacation leave from 260 to 275 hours to be paid out for eligible employees who separate from state service.

ARTICLE 9 – SICK LEAVE

Section 1. Eligibility. Modify for all employees to be eligible for sick leave accrual use.

Section 2. Sick Leave Accrual. Modify sick leave accrual schedule by reducing time worked needed to accrue sick leave.

Section 3. Usage. Add language to refer to applicable law.

Section 3. Usage. B. Others. 4. Add language that upon written request to the Appointing Authority, employees who are eligible to accrue sick leave, but who do not have sufficient accruals to take leave for bereavement, shall be credited with a reasonable amount of sick leave, not to exceed forty (40) hours per fiscal year for this purpose. Such credit shall be reduced proportionally as sick leave is accumulated.

ARTICLE 10 – LEAVES OF ABSENCE

Section 5. Reinstatement after leave. Add language to clarify failure to return from leave at the conclusion of an approved leave, or to be approved for a subsequent leave, shall be deemed job abandonment which constitutes just cause for discharge from employment.

ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS

Section 1. Definitions. A. Vacancies and Reassignments. NEW 2. Permanent Reassignment. Add new heading for permanent reassignment.

Section 1. Definitions. A. Vacancies and Reassignments. 2. Permanent Reassignment. NEW a. Appointing Authority Initiated. Add new heading for Appointing Authority-initiated reassignment.

Section 1. Definitions. A. Vacancies and Reassignments. 2. Permanent Reassignment. NEW b. Employee Initiated. Add new heading for employee-initiated reassignment. Add language that upon written request of an employee and approval of the Appointing Authority and with notice to the Council, the Appointing Authority may permanently reassign an employee greater than 35 miles.

ARTICLE 12 – PROBATIONARY PERIOD

Section 3. Non-Certification and Extension of Probationary Period. Modify language to provide notice to the Council and employee regarding an extension of probation.

ARTICLE 13 – SENIORITY, LAYOFF AND RECALL

Section 9. Recall. Remove certified mail as a means of recall notification.

ARTICLE 14 – DISCIPLINE AND DISCHARGE

Section 8. Personnel Records. Add language to explicitly state a letter of expectation is not a disciplinary action.

ARTICLE 15 – GRIEVANCE PROCEDURE

No change.

ARTICLE 16 – JOB SAFETY

No change.

ARTICLE 17 – WAGES

Section 2. Conversion. Technical date changes.

Section 3. First Fiscal Year Wage Adjustment. Effective July 1, 2025, all salary ranges and rates shall be increased by 1.5%, rounded to the nearest cent.

Section 4. Second Fiscal Year Wage Adjustment. Effective July 1, 2026, all salary ranges and rates shall be increased by 1.75%, rounded to the nearest cent.

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

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

Section 9. Salary Upon Reinstatement or Reemployment. Delete section and renumber remaining sections.

Section 14. State Contribution to Deferred Compensation Plan Contributions. Increase state-paid deferred compensation match from \$500 to \$600 per fiscal year.

ARTICLE 18 – 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 19 – EXPENSE ALLOWANCES

No change.

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

Technical date change.

ARTICLE 26 – SAVINGS CLAUSE

No change.

ARTICLE 27 – DURATION

Technical date changes and update signatures.

APPENDIX A – SALARY RANGE ASSIGNMENTS

Technical date change and modifications to reflect FLSA designations as of July 1, 2025.

APPENDIX B - 1

Technical date changes and update grids to reflect first year (1.5%) wage adjustments.

APPENDIX B -2

Technical date changes and update grids to reflect second year (1.75%) wage adjustments.

APPENDIX C – STATUTORY CITATIONS

No change.

APPENDIX D – STATEWIDE POLICY ON FMLA

No change.

APPENDIX E - GLOSSARY

Update definition of “Promotion” and “Transfer” to comply with Pay History Law.

LETTERS

NEW Letter. Add letter explaining Earned Sick and Safe Time (ESST) law coverage and use.

Replace Pilot Programs Letter. Extend Equity Adjustments (Pilot), Student Loan Reimbursement (Pilot), Recruiting Incentive (Pilot), and Employee Referral Incentive (Pilot) until 2027-2029 successor agreement is implemented.

INSURANCE ADDENDUM

Refer to Article 18 – 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.