

SUMMARY OF THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MIDDLE MANAGEMENT ASSOCIATION (MMA)

Unless otherwise indicated, all changes are effective _____.

THROUGHOUT

Gender-specific pronouns that were missed last round throughout the contract updated.

Revision to Minnesota Management & Budget (ampersand to “and”).

PREAMBLE

Technical date change.

Add language to fix clerical errors discovered.

ARTICLE 1 – ASSOCIATION RECOGNITION

Section 1. Recognition. Technical correction to number.

ARTICLE 2 – DUES CHECKOFF

No change.

ARTICLE 3 – EMPLOYER RIGHTS

No change.

ARTICLE 4 – ASSOCIATION RIGHTS

No change.

ARTICLE 5 – STRIKES AND LOCKOUTS

No change.

ARTICLE 6 – DISCIPLINE AND DISCHARGE

Section 2. Disciplinary Action. Add language to reflect discipline for peace officers is in compliance with Minn. Stat. § 626.892.

Section 4. Investigatory Interview. Add language to reflect videoconferencing.

Section 7. Personnel Records. Add language that investigatory leave letters are not part of the supervisor’s personnel file.

ARTICLE 7 – GRIEVANCE PROCEDURE

Section 2a. Arbitration Panel. Technical change to differentiate grievance arbitration process for peace officers under Minn. Stat. § 626.892.

NEW Section 2b. Peace Officer Discipline Grievance Arbitration. Add language to reflect arbitration requirements for peace officers under Minn. Stat. § 626.892.

Section 8. Expediated Arbitration. Technical change to differentiate grievance arbitration process for peace officers under Minn. Stat. § 626.892.

ARTICLE 8 – VACATION AND SICK LEAVE

Section 1. Eligibility. Add language allowing employees in a C700 appointment to accrue and use vacation leave; hours used do not count towards the 700 hours.

Section 4. Sick Leave Accrual. Add language allowing employees in a C700 appointment to accrue and use sick leave; hours used do not count towards the 700 hours.

Section 8. Sick Leave/Vacation Leave Coordination. Technical spacing change.

Section 9. Vacation Conversion to Deferred Compensation. Modify to allow for all supervisors to convert up to forty (40) hours of vacation leave to deferred compensation effective the first full period after July 1, 2022.

Section 9. Vacation Conversion to Deferred Compensation. Delete language requiring supervisors to use three (3) hours of vacation for each hour converted to deferred compensation.

ARTICLE 9 – HOLIDAYS

Section 1. Eligibility. Add language making employees in a C700 appointment eligible for holiday pay; hours used do not count towards the 700 hours.

Section 2. Observed Holidays. Add Juneteenth holiday.

Section 2. Observed Holidays. Technical change to update MnSCU to MN State.

ARTICLE 10 – LEAVES OF ABSENCE

No change.

ARTICLE 11 – HOURS OF WORK AND OVERTIME

Section 2. Supervisors designated as exempt under FLSA and assigned to Progression Code 1 at Salary Range 19 and above. B. Overtime. 2. Modify language to allow sick leave taken to be considered hours worked.

Section 6. Flex-Time. Add language to ensure flex-time does not require the payment of overtime.

ARTICLE 12 – SENIORITY

Section 2. Seniority Rosters. Add language to allow for electronic posting of seniority rosters.

ARTICLE 13 – LAYOFF AND RECALL

No change.

ARTICLE 14 – FILLING OF POSITIONS

Section 2. Job Posting. Delete language regarding notification to Association about electronic postings.

Section 3. Filling of Vacancies 2A. Bargaining Unit Layoff List/Same Classification. Technical change to update MnSCU to MN State.

ARTICLE 15 – PROBATIONARY PERIOD

No change.

ARTICLE 16 – WAGES

Section 2. Conversion. Technical change to update dates.

Section 3. First Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 4. Second Year Wage Adjustment. Effective July 1, 2022, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 12. Injured on Duty Pay. Convert pilot program to contract language allowing for in specific circumstances employees who seek medical attention during or immediately following their shift, after incurring a disabling injury on the job from aggressive and or intentional acts of a person they are apprehending or trying to take into custody, may be compensated for the time until admission and/or discharge not to exceed four (4) hours or for up to an additional four (4) hours if transport to a secondary medical facility is required.

Section 16. State Contribution to Deferred Compensation Plan. Technical change to update statute reference.

Section 17. Recruiting Incentive (Pilot). Extend duration of pilot program through contract period.

Section 18. Employee Referral Incentive (Pilot). Extend duration of pilot program through contract period.

Section 19. Equity Adjustments (Pilot). Extend duration of pilot program through contract period.

ARTICLE 17 – INSURANCE

Section 2. Eligibility for Group Participation C Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that

when two spouses work for the State and are listed as a dependent by the other, they cannot carry their own SEGIP coverage.

Section 2. Eligibility for Group Participation C Dependents 4. Child with a Disability. Rename section from Disabled Child.

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 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty fifth (35th) day to the thirtieth (30th) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. Technical date changes throughout section.

Section 6. Basic Coverages. A. Supervisor 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 2022 and 2023. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Delete section related to Office Visit Copayment incentive.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. NEW 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.

Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify to allow short-term disability to be offered every five (5) years.

ARTICLE 18 – EXPENSE ALLOWANCES

Section 3. Other Transportation. Add “ride-share” to list of transportation options.

Section 5. Meal Allowances. Modify meal allowances to increase breakfast by one dollar, lunch by two dollars, and dinner by three dollars.

ARTICLE 19 – RELOCATION ALLOWANCES

Section 1. Eligibility. Add language to exclude supervisors from relocation expense reimbursement who decide to move when their residence is their permanent work location.

ARTICLE 20 – HOUSING

No change.

ARTICLE 21 – UNIFORMS

No change.

ARTICLE 22 – SUPERVISOR RIGHTS

No change.

ARTICLE 23 – SAFETY

No change.

ARTICLE 24 – WORK RULES

No change.

ARTICLE 25 – VOLUNTARY REDUCTION IN HOURS

No change.

ARTICLE 26 – SAVINGS CLAUSE

No change.

ARTICLE 27 – COMPLETE AGREEMENT AND WAIVER CLAUSE

No change.

ARTICLE 28 – LABOR/MANAGEMENT COMMITTEE

No change.

ARTICLE 29 – DURATION

Technical date and name changes.

APPENDIX A

Technical change to update MnSCU to MN State.

APPENDIX B – PRORATED HOLIDAY SCHEDULE

No change.

APPENDIX C – PRORATED VACATION SCHEDULE

No change.

APPENDIX D – PRORATED SICK LEAVE SCHEDULE

No change.

APPENDIX E

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

APPENDIX F-1, F-2

Appendix F-1 – Classes and Salaries, July 1, 2021 through June 30, 2022.

Appendix F-1 – Salary Schedules, July 1, 2021 through June 30, 2022.

Appendix F-2 – Classes and Salaries, July 1, 2022 through June 30, 2023.

Appendix F-2 – Salary Schedules, July 1, 2022 through June 30, 2023.

APPENDIX G – DEPARTMENT OF HUMAN SERVICES/DEPARTMENT WIDE

No change.

APPENDIX H – VACATION CREDIT – EDUCATIONAL SUPERVISORS

No change.

APPENDIX I – STATUTORY LEAVES

No change.

APPENDIX J – DISCRETIONARY STUDENT LOAN REIMBURSEMENT FOR REGISTERED NURSE ADMINISTRATIVE SUPERVISORS (RNAs) AND REGISTERED NURSE SUPERVISORS (RNS)

No change.

LETTERS

Pilot Program – Student Loan Reimbursement Opt-in (Pilot). Extend duration of pilot program through contract period.

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