SUMMARY OF THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA NURSES ASSOCIATION (MNA)

Unless otherwise indicated, all changes are effective ____________.

THROUGHOUT
Gender-specific pronouns throughout the contract updated.

ARTICLE 1 – PREAMBLE
Technical date change.

ARTICLE 2 – RECOGNITION
No change.

ARTICLE 3 – ASSOCIATION SECURITY
No change.

ARTICLE 4 – HOURS OF WORK AND OVERTIME
Section 5. Continuous Schedules. A. There shall be no split shifts. Add language to allow for nurses to be assigned mandatory overtime after their last scheduled shift before an approved leave in emergencies. Add language that defines an emergency.

Section 5. Continuous Schedules. F. Double Back Assignments. Add language to require at least 7 ½ hours between scheduled shifts. Employees who are scheduled for a shift that is less than 7 ½ hours after their previous shift will be compensated at time and one-half for all hours worked on the shift following the hours of rest.


Section 5. Continuous Schedules. G. Overtime Distribution – Continuous Operations. 2. Off Duty Descending Order. Delete. Replace with (New) Subsequent Shift Overtime language. Order in which overtime is offered when there is a need for someone to work overtime on the immediate subsequent shift.


Section 6. Extra Shifts for Part-Time Nurses. A. Prior to Posting of the Work Schedule. Modify language to identify when the preliminary schedule is posted with open shifts and order in which part-time and intermittent nurses select open shifts.

Section 9. Work Schedules. Add language that an exchange that results in a nurse working two consecutive shifts (“a double”) requires approval from the supervisor and, if approved, the nurse would waive overtime in this case. Technical change. Apostrophe added.

Section 15. Flexible Scheduling. Add “flexible” for language clarity.

**ARTICLE 5 – HEALTH AND SAFETY**

No change.

**ARTICLE 6 - HOLIDAYS**

No change.

**ARTICLE 7 – VACATION LEAVE**

Section 2. Length of Service. Delete outdated language in reference to Length of Service Requirements determined prior to July 9, 1975.

**ARTICLE 8 – SICK LEAVE**

No change.

**ARTICLE 9 – INJURED ON DUTY**

Section 1. Special Rate. B. (New) Add language on how to compensate employee if the employee’s on-the-job injury requires them to seek medical treatment during or immediately following their shift.

**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, FILLING OF POSITIONS**

No change.

**ARTICLE 12 – SENIORITY**

No change.
ARTICLE 13 – LAYOFF AND RECALL
No change.

ARTICLE 14 – PERSONNEL FILES
No change.

ARTICLE 15 – TERMINATION OF EMPLOYMENT, DISCIPLINARY ACTIONS
No change.

ARTICLE 16 – GRIEVANCE PROCEDURE
Section 1. Definition of a Grievance. Add “or designee” when describing with whom nurses are encouraged to first attempt to informally resolve their grievances.

ARTICLE 17 – WAGES
Section 3. Conversion. Technical date changes.

Section 4. First Fiscal 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.

Section 5. Second Fiscal 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 6. Progression. Delete outdated language referencing designated anniversary date.

Section 7. Achievement Awards. Modify language to allow Appointing Authority to determine how an achievement award is distributed (step increase or lump sum payment).

Section 13. Shift Differential. Modify shift hourly differential rate to $1.75.


Section 24. Student Loan Payment Reimbursement. Delete end date for section.

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

Section 3. Eligibility for Employer Contribution. D. Special Eligibility. 3. Corrections Early Retirement Incentive. b. Eligibility Conditions for Nurses Appointed to a Classification Covered
by the Correctional Early Retirement Plan Prior to July 1, 2009. Add language that CERP employees retiring directly from an unpaid medical leave must continue their coverage throughout the leave in order to qualify for the Employer Contribution.

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 Nurses. 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. Nurse 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. Nurse 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. Nurse. 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 – MANAGEMENT RIGHTS
No change.

ARTICLE 20 – RELOCATION EXPENSES
No change.

ARTICLE 21 – EXPENSE ALLOWANCES

Section 4. Overnight Travel. Delete language allowing reimbursement for personal telephone call charges.

ARTICLE 22 – BULLETIN BOARDS
No change.

ARTICLE 23 – CAREER DEVELOPMENT
No change.

ARTICLE 24 – NO STRIKE OR LOCKOUT
No change.

ARTICLE 25 – ASSOCIATION MEETINGS WITH THE APPOINTING AUTHORITY OR DEPARTMENT
No change.

ARTICLE 26 – WORK RULES
No change.

ARTICLE 27 – SAVINGS CLAUSE
No change.

ARTICLE 28 – NURSE DRUG AND ALCOHOL TESTING POLICY
No change.

ARTICLE 29 – NON-DISCRIMINATION
No change.

ARTICLE 30 – ADA/WORKERS’ COMPENSATION
No change.

ARTICLE 31 – DURATION
Technical date change. Technical legislative session change

APPENDIX A
No change.

APPENDIX B
No change.

APPENDIX B1
No change.

APPENDIX C – SICK LEAVE
No change.
APPENDIX D-1, D-2 – COMPENSATION GRIDS and CLASSES AND SALARIES
Appendix D-1 – Class Assignments to Salary Grid, July 1, 2019 through June 30, 2020
Appendix D-1 – Salary Schedules, July 1, 2019 through June 30, 2020
Appendix D-2 – Class Assignments to Salary Grid, July 1, 2020 through June 30, 2021
Appendix D-2 – Salary Schedules, July 1, 2020 through June 30, 2021

APPENDIX E
No change.

APPENDIX F – STATUTORY LEAVES
No change.

APPENDIX G – COMMITTEE ON PROFESSIONAL NURSING CONCERNS
No change.

APPENDIX H – DEPARTMENT OF HUMAN SERVICES LOCAL AND DEPARTMENTAL LABOR/MANAGEMENT COMMITTEES
No change.

APPENDIX I – DEPARTMENT OF HUMAN SERVICES – ALL INSTITUTIONS
No change.

APPENDIX J – MINNESOTA STATE COLLEGES AND UNIVERSITIES (MINNESOTA STATE)
No change.

APPENDIX K

APPENDIX L
No change.

APPENDIX M
No change.

APPENDIX N
No change.
APPENDIX 0 – AGREEMENT REGARDING MANDATORY OVERTIME
No change.

APPENDIX P – MEMORANDUMS OF UNDERSTANDING
Technical date change on MOU between Minnesota Veterans Home - Fergus Falls and MNA on Article 21.