

SUMMARY OF THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA NURSES ASSOCIATION (MNA)

Unless otherwise indicated, all changes are effective March 11, 2026.

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 4. Employee Requests. Add language that the nurse may contact their supervisor to initiate request to reduce hours.

Section 5. Continuous Schedules. Technical change to make “Overtime Distribution – Continuous Operations” a new Section 6 and re-number/re-letter remaining article.

ARTICLE 5 – HEALTH AND SAFETY

No change.

ARTICLE 6 – HOLIDAYS

Section 1. Eligibility. Add language that intermittents are not “eligible nurses” for purposes of the article.

Section 2. Observed Holidays. Add language to comply with law specifying that Appointing Authorities may designate alternate holidays as identified for nurses employed by Minnesota State Academies or Perpich Center.

Section 4. Holiday Pay Entitlement. Delete language on intermittent nurse eligibility.

Section 5. Holiday Pay. Delete language on intermittent nurse eligibility.

Section 6. Work on a Holiday. Add language providing that intermittent nurses who work on a holiday shall be paid in cash at time and one-half for all hours worked.

ARTICLE 7 – VACATION LEAVE

Section 1. Eligibility. Delete language on intermittent nurse eligibility.

Section 2. Allowances. Vacation for Initial Appointments. Delete intermittents from vacation leave eligibility.

ARTICLE 8 – SICK LEAVE

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

Section 5. Usage. A. To the Extent of the Nurse’s Accumulation. Add language in NEW bullet “10” to refer to applicable law.

Section 5. Usage. A. To the Extent of the Nurse’s Accumulation. Delete language limiting use for specific reasons to 160 hour cap.

ARTICLE 9 – INJURED ON DUTY

Section 1. Special Rate. A. Replace “Department of Human Services” with “Direct Care and Treatment.”

ARTICLE 10 – LEAVES OF ABSENCE

No change.

ARTICLE 11 – VACANCIES, FILLING OF POSITIONS

Section 4. Job Postings. Delete posting on bulletin boards.

Section 11. Probationary Period Duration. D. Probationary Extensions. Modify language to provide extension notice to both Association and employee.

ARTICLE 12 – SENIORITY

Section 1. Seniority. Technical change to move paragraph regarding classification seniority to separate paragraph under Section 1.A.

ARTICLE 13 – LAYOFF AND RECALL

No change.

ARTICLE 14 – PERSONNEL FILES

Section 1. Personnel Files. Add language that a letter of expectation shall be removed from the personnel file upon request of the nurse provided the nurse has performed satisfactorily for a period of 6 months following the date of the LOE.

ARTICLE 15 – TERMINATION OF EMPLOYMENT, DISCIPLINARY ACTIONS

Section 2. Discipline. A. Procedure. Modify for oral reprimand to be not grievable.

Section 2. Discipline. A. Procedure. Modify to allow for vacation reduction for suspension.

Section 4. Unclassified Nurses. Modify to provide that termination of unclassified nurses not subject to grievance provision, but meeting to discuss reasons allowed upon request of the nurse.

ARTICLE 16 – GRIEVANCE PROCEDURE

No change.

ARTICLE 17 – WAGES

Section 3. Conversion. Update dates.

Section 4. First Fiscal Year Wage Adjustment. Effective July 1, 2025, all salary ranges and rates shall be increased by one and one-half percent (1.5%), rounded to the nearest cent. Employees convert to the new compensation grid as provided in Section 3.

Section 5. Second Fiscal Year Wage Adjustment. Effective July 1, 2026, all salary ranges and rates shall be increased by one and three-quarters percent (1.75%), rounded to the nearest cent.

Section 6. Progression. Modify authorized progression increases to be effective on anniversary date.

Section 16. Work Out of Class. Add language that nurse is eligible to receive any pay differentials or premium pay associated with the classification, and overtime eligibility (if any) will be controlled by the terms of the bargaining unit or compensation plan covering the classification.

Section 21. Deferred Compensation Plan. Increase Employer-paid match to maximum of \$400 per nurse per fiscal year.

Section 23. Voluntary Weekend or Holiday Shift Bonus. Extend provision to remain in effect until implementation of the 2027-2029 contract.

Section 24. Voluntary Weekday Shift Bonus Program (Pilot). Extend pilot program. Pilot program to remain in effect until implementation of the 2027-2029 contract.

Section 26. Recruitment Bonus Program (Pilot). Extend pilot program. Pilot program to remain in effect until implementation of the 2027-2029 contract.

Section 27. Referral Bonus Program (Pilot). Extend pilot program. Pilot program to remain in effect until implementation of the 2027-2029 contract.

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 a nurse who is a relative of the child as established by court judgment, 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 – MANAGEMENT RIGHTS

No change.

ARTICLE 20 – RELOCATION ALLOWANCES

No change.

ARTICLE 21 – EXPENSE ALLOWANCES

No change.

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.

APPENDIX A

Delete intermittent from eligibility and clarify hours worked on the holiday are included to calculate holiday proration.

APPENDIX B

No change.

APPENDIX B-1

No change.

APPENDIX C – SICK LEAVE

Eligible nurses will receive sick leave accruals at a quarter (.25) hour per pay period.

APPENDIX D-1, APPENDIX D-2

Update grids to reflect first year (1.5%) and second year (1.75%) wage adjustments.

APPENDIX E

Update seniority units to reflect DHS-DCT split.

APPENDIX F – STATUTORY LEAVES

No change.

APPENDIX G – COMMITTEE ON PROFESSIONAL NURSING CONCERNS

Update Department of Human Services to Direct Care and Treatment.

APPENDIX H – DEPARTMENT OF HUMAN SERVICES LOCAL AND DEPARTMENTAL LABOR/MANAGEMENT COMMITTEES

Delete and re-letter remaining appendices.

APPENDIX I – DEPARTMENT OF HUMAN SERVICES – ALL INSTITUTIONS

Delete and re-letter remaining appendices.

APPENDIX J – MINNESOTA STATE COLLEGES AND UNIVERSITIES (MINNESOTA STATE)

No change.

APPENDIX K – SUPPLEMENTAL AGREEMENTS

Replace DHS Supplemental Agreement with DCT Supplemental Agreement and add language on local LMCs and modify Forensics Mental Health Program - Releasing Mandated Nurses in Seniority Order (Pilot), to remain in effect until implementation of the 2027-2029 contract.

Add Bilingual/Multilingual/Sign Language Differential Pilot and Phased Retirement Program Pilot, as well as Evaluation Observation and Scheduling language at Department of Health.

APPENDIX L

Delete 1991 and 2015 letters.

Add Earned Sick and Safe Time Law letter.

Add Forensic Services (DCT St. Peter) Pilot letter on overtime distribution.

APPENDIX M

No change.

APPENDIX N

Delete.

APPENDIX O - AGREEMENT REGARDING MANDATORY OVERTIME

Replace Department of Human Services with Direct Care and Treatment.

APPENDIX P – MEMORANDUMS OF UNDERSTANDING

Delete.

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.