

**CHANGES IN THE 2017-2019 COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE STATE OF MINNESOTA AND
MINNESOTA NURSES ASSOCIATION**

Unless otherwise indicated, all changes are effective_____.

ARTICLE 1 – PREAMBLE

Technical change of effective date.

ARTICLE 2 – RECOGNITION

No change.

ARTICLE 3 – ASSOCIATION SECURITY

No change.

ARTICLE 4 – HOURS OF WORK AND OVERTIME

Section 1. Work Day, Work Period.

Modified language to allow the Appointing Authority the ability to establish a scheduling patten and to post vacancies that utilize twelve (12) hour shifts. Only within a scheduling pattern that uses twelve (12) hour shifts may a four (4) hour shift be used. All other scheduling patterns must follow the eight (8) hour normal work day unless otherwise agreed to under Section 15, Flexible Scheduling.

Section 6. Extra Shifts for Part-Time Nurses. B. Additional Shifts with in the Posted Schedule.

Technical change to clarify reference to provisions above.

Section 7. Overtime Rates.

Modified language to allow for nurses in the classification RN Principal, Registered Nurse-Advanced Practice, and Psychiatric Advanced Practice Registered Nurse may mutually agree with the Appointing Authority to balance hours of work worked in excess of the normal work day and normal work period as defined in Section 1 of this Article in the same or subsequent work day or work period.

Section 8. Compensatory Bank.

Modified language to allow for compensatory bank balance of at least 120 hours or up to 200 hours at the Appointing Authority's discretion.

Section 15. Flexible Scheduling.

Modified language to allow the Appointing Authority and the nurse to agree upon a pattern of work schedules providing for work in excess or less than 8 hours of work per day.

ARTICLE 5 – HEALTH AND SAFETY

No change.

ARTICLE 6 – HOLIDAYS

Section 2. Observed Holidays.

Technical changes.

Section 4. Holiday Pay Entitlement.

Technical change to remove the term “mandatorily retired.”

Section 5. Holiday Pay.

Delete obsolete language reference Appendix A1.

Section 6. Work on a Holiday.

Delete reference to alternate holiday use as obsolete as they are no longer earned or used. Technical formatting change.

ARTICLE 7 – VACATION LEAVE

Section 4. Granting Vacation.

Deleted language providing for vacation requests made during the same established sign up period.

Section 4. Granting Vacation. Written Requests.

Deleted language requiring vacation requests to be on forms furnished by the Appointing Authority.

Section 4. Granting Vacation. Written Requests.

Deleted duplicative language.

Section 4. Granting Vacation. Vacation on Weekends.

Modified language to include provide for schedule of minimum number of vacation weekends for nurses who are scheduled 12 hour shifts and the majority of their shifts are on weekends based on years of service.

ARTICLE 8 – SICK LEAVE

Section 5. Usage B. Limited to Not More Than Five (5) Days. 2.

Technical sentence structure change.

Section 5. Usage B. Limited to Not More Than Five (5) Days.

Modify language to provide that in cases where more than 5 days are required or where a nurse’s accumulation is less than 5 days, nurses may request vacation leave or compensatory time.

ARTICLE 9 – INJURED ON DUTY

Section 1. Special Rate.

Increase amount from 240 to 300 times the nurse’s regular hourly rate of pay per disabling injury.

ARTICLE 10 – LEAVES OF ABSENCES

Section 2. Paid Leaves of Absence.

Modified language to incorporate paid parental leave MOU.

ARTICLE 11 - VACANCIES, FILLING OF POSITIONS

Section 7. Transfers Between Appointing Authorities.

Technical change from term Personnel to Human Resources.

Section 11. Probationary Period Duration. C. Length of Probation. 1. Fifty (50) Percent or Greater Time Nurses.

Modify language so that probation shall be extended for paid leaves of absence as well as unpaid leaves of absence in excess of 10 consecutive working days.

ARTICLE 12 – SENIORITY

No change.

ARTICLE 13 – LAYOFF AND RECALL

No change.

ARTICLE 14 – PERSONNEL FILES

No change.

ARTICLE 15 - TERMINATION OF EMPLOYMENT, DISCIPLINARY ACTION

No change.

ARTICLE 16 – GRIEVANCE PROCEDURE

No change.

ARTICLE 17 – WAGES

Section 3. Conversion.

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

Nurses 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.

Nurses whose salaries as of June 30, 2017 equal or exceed the new maximum rate for their class shall not receive a salary adjustment, but these nurses shall not receive a reduction in pay.

Section 4. First Fiscal Year Wage Adjustment.

Effective July 1, 2017, all salary ranges and rates shall be increased by two percent (2%), rounded to the nearest cent. Nurses convert to the new compensation grid as provided in Section 3.

Section 4. Second Fiscal Year Wage Adjustment.

Effective July 1, 2018, all salary ranges and rates shall be increased by two and one-quarter percent (2.25%), rounded to the nearest cent. This salary adjustment shall be given to all nurses including those nurses whose rates of pay exceed the maximum rate for their class.

Section 13. Shift Differential.

Modify language for all nurses, except nurses at the Department of Health, to provide that the shift differential shall be \$1.50 per hour for all hours worked between 6:00 p.m. and 6:00 a.m. Department of Health nurses maintain language providing that shift differential for nurses working on assigned shifts which begin before 6:00 a.m. or which end at or after 7:00 p.m. shall be \$.70 per hour for all hours worked on that shift.

Section 21. Deferred Compensation Plan.

A nurse may convert up to 100 hours of his/her compensatory time bank to deferred compensation once each fiscal year.

Section 23. Voluntary Weekend Shift Bonus.

Modify language to provide that the shift offered by the Appointing Authority must be at least 3 hours in length. Modify language to clarify that weekends are defined for the purposes of the bonus and are defined as Friday evening, or the start of the p.m. shift, through the Sunday night shift. Modify language to extend this provision through June 30, 2021.

Section 24. Student Loan Payment Reimbursement.

Extend sunset date to June 30, 2021.

ARTICLE 18 – INSURANCE

Technical changes throughout article.

Section 2. Eligibility for Group Participation. B. Nurses. – Special Eligibility. 4. Separated Nurses Under M.S. 43A. 27.

Add clarifying language so that retirees who meet the expected criteria are eligible under this section.

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 Correctional Early Retirement Plan Prior to July 1, 2009.

Add clarifying language to so that CERP employees who go on an unpaid medical leave may be eligible for the employer contribution if this occurs prior to retirement and if they were eligible for the employer contribution prior to going on an unpaid leave.

Section 4. Amount of Employer Contribution.

Technical deletion of obsolete language and technical date change.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Nurse 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. Nurse Coverage.

Technical date changes.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Nurse 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 Nurses.

Add language to clarify that it applies to nurses who do not waive medical coverage.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Nurses.

Add language describing that if a nurse is re-hired within 365 days of previous separation and does not choose a health plan administrator during open enrollment the nurse 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 nurses 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, nurse may choose to waive medical coverage and describes process in to do so.

Section 6. Basic Coverages. A. Nurse and Family Health Coverage.

Technical date changes throughout section.

Section 6. Basic Coverages. A. Nurse 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. Nurse 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. Nurse 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. Nurse and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. k. 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. Nurse and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b.

Technical date changes.

Section 7. Optional Coverages. A. Nurse 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. Nurse 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. Nurse 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 a nurse 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 a nurse 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 – MANAGEMENT RIGHTS

No change.

ARTICLE 20 – RELOCATION EXPENSES

No change.

ARTICLE 21 – EXPENSE ALLOWANCES

No change.

ARTICLE 22 – BULLETIN BOARDS

No change.

ARTICLE 23 – CAREER DEVELOPMENT

Membership in Professional Organizations. [NEW]

Modify language to provide for the ability of the Appointing Authority to provide payment to the vendor or reimburse each nurse in the bargaining unit for membership dues paid to the professional organization(s) related to the nurse’s job, up to a maximum of \$350, provided the Appointing Authority determines that such funds are available.

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 TESTING

No change.

ARTICLE 29 – NON-DISCRIMINATION

No change.

ARTICLE 30 – ADA/WORKER’S COMPENSATION

No change.

ARTICLE 31 – DURATION

Technical changes of session, date and names.

APPENDIX A – HOLIDAYS

No change.

APPENDIX B – VACATION

No change.

APPENDIX B1 – VACATION

No change.

APPENDIX C – SICK LEAVE

Delete reference to “effective November 25, 1998.”

APPENDIX D-1 COMPENSATION GRID and CLASSES and SALARIES 7/1/2017 – 6/30/2018

APPENDIX D-2 COMPENSATION GRID and CLASSES and SALARIES 7/1/2018 – 6/30/2019

APPENDIX E – SENIORITY UNITS

Modified seniority units.

APPENDIX F – STATUTORY LEAVES

Modified language to include Organ Donation Leave, Minn. Stat. § 181.9456

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 – STATE UNIVERSITY SYSTEM

Technical name changes.

APPENDIX K – LETTERS

11/3/89 LETTER - OVERTIME REASSIGNMENTS FOR REGISTERED NURSES

No change.

12/23/91 LETTER – REORGANIZATION PLANNING PROCESS

No change.

9/7/99 LETTER – NURSES INJURED DURING THE COURSE OF THEIR DUTIES

No change.

7/25/07 LETTER – EAP SERVICES

No change.

4/24/04 LETTER – LOUDERMILL HEARINGS

No change.

4/22/09 – LETTER – INSURANCE LETTER

No change.

10/29/13 – LETTER – EMPLOYEE MISCONDUCT INVESTIGATIONS

No change.

8/15/14 – LETTER – FURTHER EXPANSION OF SICK LEAVE BENEFITS

No change.

10/1/15 – LETTER – MEET AND CONFER – CHARGE NURSE PAY

New letter agreeing that MDVA and DHS will set up meet and confer meetings within 4 months.

APPENDIX L – STATEWIDE POLICY ON FMLA

No change.

APPENDIX M – REGARDING SCHEDULING OF WORK

Technical change from ICF-MR to ICF/IID.

Delete language under Evening Observation Periods, “Of the required evening observation time, every team shall conduct evening observations on more than one (1) day of the survey, at two facilities each month.”

APPENDIX N – MOU – REGARDING COMPENSATED TRAVEL TIME

No change.

APPENDIX O – STIPULATED AGREEMENT – OVERTIME PAY

No change.

APPENDIX P – MEMORANDUMS OF UNDERSTANDING

Add MOU regarding Connect 700.

Add MOU regarding Department of Human Services Direct Care and Treatment Recruiting and Retention Incentives.