

# **SUMMARY OF THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA LAW ENFORCEMENT ASSOCIATION (MLEA)**

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Unless otherwise indicated, all changes are effective on February 14, 2024.

## **PREAMBLE**

Technical date change.

## **ARTICLE 1 - ASSOCIATION RECOGNITION**

Section 1. Recognition. Technical change to clarify language.

## **ARTICLE 2 - NO STRIKE/NO LOCKOUT**

No change.

## **ARTICLE 3 - DUES CHECK-OFF**

No change.

## **ARTICLE 4 - NON-DISCRIMINATION**

No change.

## **ARTICLE 5 - MANAGEMENT RIGHTS**

No change.

## **ARTICLE 6 - ASSOCIATION RIGHTS**

Section 3. Association Access. Modify language to reference updated statute.

## **ARTICLE 7 - SAFETY**

No change.

## **ARTICLE 8 - ETHICAL STANDARDS AND OFF-DUTY EMPLOYMENT**

No change.

## **ARTICLE 9 - UNIFORMS**

Section 2. Conservation Officers. Modify language to clarify how uniforms are furnished/replaced for Conservation Officers and increase the allotment to \$750 annually, effective July 1, 2024.

## **ARTICLE 10 - HOLIDAYS**

Section 1. Observed Holidays. Technical date changes to 2023-2025 holidays.

## **ARTICLE 11 - VACATIONS**

Section 1. Vacation Accumulation. Delete language referencing where vacation earnings and accruals are recorded.

## **ARTICLE 12 - COMMUNICATION EXPENSES**

No change.

## **ARTICLE 13 - SICK LEAVE**

Section 1. Sick Leave Accumulation. Delete language referencing where sick leave earnings and accruals are recorded.

Section 2. Sick Leave Utilization. B. Others. Add language to allow for sick leave use for various situations for family members as defined in recent statutory amendments.

Section 2. Sick Leave Utilization. C. Bereavement Leave. Add language to include domestic partner, child to whom the employee stands in loco parentis or de facto parent, and individuals who relied on the employee for care.

Section 2. Sick Leave Utilization. C. Bereavement Leave. Add language to allow up to eight (8) hours of sick leave in the case of the death of a parent of the employee's minor child.

Section 2. Sick Leave Utilization. C. Bereavement Leave. Add language to allow for an employee who experiences a stillbirth or death of their child to use Paid Parental Leave.

Section 6. Deadly Force Situations. Technical change of language from "banked" to "accrued".

## **ARTICLE 14 - LEAVES OF ABSENCE**

No change.

## **ARTICLE 15 - DISCIPLINE AND DISCHARGE**

No change.

## **ARTICLE 16 - GRIEVANCE PROCEDURE**

No change.

## **ARTICLE 17 - INJURY ON DUTY**

No change.

## **ARTICLE 18 - SEVERANCE PAY**

No change.

## **ARTICLE 19 - EXPENSE ALLOWANCES**

Section 4. Overnight Travel. Increase meal reimbursement amount for breakfast in non-high-cost localities by one (1) dollar.

## **ARTICLE 20 - RELOCATION EXPENSES**

No change.

## **ARTICLE 21 – BIDDING ON VACANT POSITIONS: PROBATION**

Section 1. Conservation Officers. Modify language for employees to be notified of vacancies by any means, including email or other electronic system.

Section 1. Conservation Officers. Modify language to clarify notification process when an employee is not offered a vacancy.

Section 2. Troopers. Modify language to clarify notification process when an employee is not offered a vacancy.

Section 3. Special Agents, Special Agent Seniors. Modify language to clarify notification process when an employee is not offered a vacancy.

#### **ARTICLE 22 - WORK RULES**

No change.

#### **ARTICLE 23 - COURT TIME, CALL-IN, CALL-BACK, STANDBY**

No change.

#### **ARTICLE 24 - HOURS OF WORK**

Section 3. Troopers. H. Schedule Change Pay. Modify language to clarify changed shifts have new assigned start times; add Appendix H to assist in interpretation and application of change of shift compensation for Troopers.

#### **ARTICLE 25 - OVERTIME**

Section 3. General Policy. Technical date change.

#### **ARTICLE 26 - SENIORITY AND LAYOFF**

No change.

#### **ARTICLE 27 - INSURANCE**

Section 1. State Employee Group Insurance Program (SEGIP). Insurance being offered now includes vision.

Section 2. Eligibility for Group Participation C. Dependents 6. Child Coverage Limited to Coverage Under One Employee. A member in the State's Group Insurance benefits may only be covered once, by one parent or guardian.

Section 4. Amount of Employer Contribution. Technical date change throughout section.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Employee Coverage. Employer contributes 70% of the employee premium.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 2. Dependent Coverage. Employer contributes 50% of the dependent premium.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Employees. Delete obsolete transition date.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment. 1. Frequency and Duration. Remove dental coverage offered during 2023 plan year Open Enrollment. Remove option of annual Health Assessment.

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

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 2) Benefit Level. Primary clinic can be changed at any time by calling the plan administrator.

Section 6. Basic Coverages. A. Employee 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 2024 and 2024. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Incentive. The well-being incentive will sunset after 2024.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. c. Service Area. The Minnesota Advantage Health Plan service area shall be comprised of all Minnesota counties as well as border communities, with the specific boundaries initially established by MMB and any changes thereafter mutually agreed to by the JLM. Renumber remaining sections.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 2) Emergency Services and Urgent Care. All emergency services regardless as to whether the employee is in or outside the service area are treated the same.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 3) Gynecological Care. Gynecological care added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 4) Mental Health Care and Substance Use Disorder Treatment. Mental health care and substance use disorder treatment added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 5) Chiropractic Care. Chiropractic care added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan g. Special Service Networks. New number 8) added for Fertility Services.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan h. Individuals whose permanent residence and principal work location are outside the State of Minnesota and outside of the Advantage Plan's service area. If national network provider is available but is not used the benefits will be covered at cost level three.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. i. Children living with an ex-spouse outside the Advantage Plan's service area. If national network provider is available but is not used the benefits will be covered at cost level three.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. j. (NEW) Health Care Services Received Outside the Minnesota Advantage Health Plan's Service Area. For covered services received by employees, former employees, and dependents outside of the Advantage service area, all care that is received within the national network of the member's plan administrator will be covered at Benefit Level Three, with a separate out-of-area deductible. Urgent care and emergency care will be covered at Benefit Level Three whether or not the providers are within the member's plan administrator's national network. All other out-of-area care must be received within the given plan administrator's national network to be covered by the plan. Referrals are not required for care received outside of the Advantage Plan's service area.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education. d. Health promotion incentives. Remove health promotion incentives.

Section 6. Basic Coverages. B. Employee Life Coverage. 3. (NEW) Procurement. A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the life insurance provisions from status quo benefits levels.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Options deleted and renumber.

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Under the State Dental Plan. c. Annual Maximum. Annual maximum increased to two thousand and two hundred dollars (\$2200).

Section 7. Optional Coverages. A. Employee and Family Dental Coverage. 1. Coverage Under the State Dental Plan. d. Orthodontia Lifetime Maximum. If an employee elects dental benefits on their own policy, dollars spent when the employee was a dependent of another policyholder shall not be applied toward the new policy's lifetime maximum.

Section 7. Optional Coverages. B. Life Coverage. 6. Paid Up Life Policy. Percentage increased to twenty (20) percent.

Section 7. Optional Coverages. B. Life Coverage. 7. (NEW) Procurement. A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the optional life insurance provisions from status quo benefit levels.

Section 7. Optional Coverages. C. Disability Coverage. 3. (NEW) Procurement. A disability insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current disability coverage benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the disability coverage RFP process and the JLM must agree to changes that modify the disability coverage provisions from status quo benefit levels.

## ARTICLE 28 – WAGES

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. B. Conversion. Technical date changes.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. C. First Year Wage Adjustment. Technical date change.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. C. First Year Wage Adjustment. Effective July 1, 2023, all salary ranges and rates shall be increased by five and one-half percent (5.5%), rounded to the nearest cent.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. D. Second Year Wage Adjustment. Technical date change.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. D. Second Year Wage Adjustment. Effective July 1, 2024, all salary ranges and rates shall be increased by four and one-half percent (4.5%), rounded to the nearest cent. Technical change to reference correct grids.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. J. Pay Differential for Special Agent In Lieu of Specialty Assignment Differentials. Technical change to delete outdated references.

Section 1. Salaries of Conversation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. K. Shift Differential of Conservation Officers, Fugitive Specialists, Commerce Insurance Fraud Specialists, Special Agents and Special Agent Seniors. Technical change to delete outdated references.

Section 2. Salaries of State Patrol. B. Conversion. Technical date changes.

Section 2. Salaries of State Patrol. C. First Year Wage Adjustment. Technical date change.

Section 2. Salaries of State Patrol. C. First Year Wage Adjustment. Effective July 1, 2023, all salary ranges and rates shall be increased by five and one-half percent (5.5%), rounded to the nearest cent.

Section 2. Salaries of State Patrol. D. Second Year Wage Adjustment. Effective July 1, 2024, all salary ranges and rates shall be increased by four and one-half percent (4.5%), rounded to the nearest cent. Technical change to reference correct grid.

Section 2. Salaries of State Patrol. G. Freeway Trooper Pay. Technical change to reference appropriate range.

Section 2. Salaries of State Patrol. I. Safety Education Coordinator and Crash Reconstruction Coordinator Pay. Grammatical change to add the word “to” and “the”.

Section 2. Salaries of State Patrol. J. Shift Differential. Technical change to delete outdated references.

Section 8. Health Care Savings Plan. Effective July 3, 2024, the amount of employee mandated contribution shall be increased to one and one-half percent (1.5%).

Section 9. Recruitment Bonus Program (Pilot). Extend pilot until 2025-2027 successor agreement is implemented.

Section 10. Referral Bonus Program (Pilot). Extend pilot until 2025-2027 successor agreement is implemented.

Section 11. Bilingual/Multilingual/Sign Language Differential (Pilot). Extend pilot until 2025-2027 successor agreement is implemented.

Section 12. Equity Adjustments (Pilot). Extend pilot until 2025-2027 successor agreement is implemented.

#### **ARTICLE 29 - EARLY RETIREMENT INCENTIVES**

Section 1. Eligibility. A. Prerequisite Conditions Applicable to All Employees. Add language that in the event that a retired employee who had elected health and/or dental coverage with eligible dependents dies before attaining the age of sixty-five (65), the enrolled dependent spouse and/or enrolled dependent child(ren) shall maintain the existing employer contribution for health and/or dental coverages until such time that the employee would have turned age 65.

#### **ARTICLE 30 - SAVINGS CLAUSE**

No change.

#### **ARTICLE 31 - COMPLETE AGREEMENT AND WAIVER CLAUSE**

No change.

#### **ARTICLE 32 - DONATION OF VACATION**

No change.



## **ARTICLE 33 - AMERICANS WITH DISABILITIES ACT/WORKERS' COMPENSATION**

No change.

## **ARTICLE 34 - DURATION**

Technical date change and modification to reflect legislative changes to the contract ratification process.

## **APPENDICES**

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### **APPENDIX A – PRORATED VACATION SCHEDULE**

No change.

### **APPENDIX B – PRORATED SICK LEAVE SCHEDULE**

No change.

### **APPENDIX C - CODE OF ETHICS**

No change.

### **APPENDIX D-1 SALARY SCHEDULE 1BB**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior, effective July 1, 2023 through June 30, 2024.

### **APPENDIX D-2 SALARY SCHEDULE 1BB**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior effective July 1, 2024 through June 17, 2025.

Add footnote to explain renumbered salary ranges and percentage differences between each successive range which increased from approximately 2% to approximately 4%.

### **APPENDIX D-3 SALARY SCHEDULE 1BB**

The salary schedule for Commerce Insurance Fraud Specialist, Fugitive Specialist, Special Agent and Special Agent Senior effective June 18, 2025 through June 30, 2025.

### **APPENDIX E-1 SALARY SCHEDULE 1C**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective July 1, 2023 through June 30, 2024.

### **APPENDIX E-2 SALARY SCHEDULE 1C**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective July 1, 2024 through June 17, 2025.

### **APPENDIX E-3 SALARY SCHEDULE 1C**

The salary schedule for NR Specialists (Conservation Officer) and State Patrol Trooper effective June 18, 2025 through June 30, 2025.

**APPENDIX F - LETTER ON PRACTICE OF OVERTIME DISTRIBUTION FOR CONSERVATION OFFICERS**

No change.

**APPENDIX G - DRUG AND ALCOHOL TESTING POLICY**

No change.

**APPENDIX H – LETTER**

Delete 2021-2025 Meet & Confer letter; replace with Trooper schedule change examples.

Rename to “APPENDIX H – INTERPRETATION AND APPLICATION OF CHANGE OF SHIFT COMPENSATION FOR TROOPERS”.

**APPENDIX I - LETTER OF AGREEMENT**

No change.

**APPENDIX J - LETTER OF AGREEMENT**

No change.

**APPENDIX K – ATTENDANCE AT JOINT LABOR/MANAGEMENT COMMITTEE ON HEALTH PLANS**

No change.

**APPENDIX L**

No change.

**APPENDIX M**

Delete Appendix.