

SUMMARY OF THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA NURSES ASSOCIATION (MNA)

Unless otherwise indicated, all changes are effective March 27, 2024.

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. Add language that the nurse and supervisor may mutually agree to exceptions to the scheduling patterns listed in the section if it does not result in the payment of overtime.

Section 5. Continuous Schedules. Technical change to lettering that adds “B” to already existing language. Re-letter remaining list.

Section 5. Continuous Schedules. F. Double Back Assignments. Technical change to remove “Double Back Assignments” heading as all others in the list do not have headers.

Section 5. Continuous Schedules. F. Double Back Assignments. Remove language regarding agreement for exceptions to scheduling given added language on exceptions to scheduling patterns applies to whole section.

Section 6. Extra Shifts for Part-Time Nurses. A. Prior to Posting of the Work Schedule. 1d. Add language that a part-time nurse may offer their extra shift(s) to another part-time or intermittent nurse if it does not result in overtime and has supervisory approval.

ARTICLE 5 – HEALTH AND SAFETY

No change.

ARTICLE 6 – HOLIDAYS

No change.

ARTICLE 7 – VACATION LEAVE

No change.

ARTICLE 8 – SICK LEAVE

No change.

ARTICLE 9 – INJURED ON DUTY

Section 1. Special Rate. B. Extend pilot program allowing for in specific circumstances nurses 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. Pilot program will remain in effect until implementation of the 2025-2027 contract.

ARTICLE 10 – LEAVES OF ABSENCE

Section 2. Paid Leaves of Absence. A. Bereavement Leave. Add “domestic partner” to the list of those individuals for whom a nurse shall be able to use a reasonable period of sick leave.

Section 2. Paid Leaves of Absence. A. Bereavement Leave. Add language that the use of a reasonable period of vacation leave shall be granted to the nurse if the nurse does not have sufficient accruals to take leave for bereavement of family members.

Section 2. Paid Leaves of Absence. A. Bereavement Leave. Add language to allow for a nurse who experiences a stillbirth or death of their child to use Paid Parental Leave.

Section 3. Unpaid Leaves of Absence. F. Association Leave. Add language to clarify where Association leave requests are sent.

ARTICLE 11 – VACANCIES, FILLING OF POSITIONS

No change.

ARTICLE 12 – SENIORITY

No change.

ARTICLE 13 – LAYOFF AND RECALL

No change.

ARTICLE 14 – PERSONNEL FILES

Section 1. Personnel Files. Add language that where a nurse requests a written reprimand is removed from their personnel file and it is removed, this shall resolve the grievance(s) related to the written reprimand.

ARTICLE 15 – TERMINATION OF EMPLOYMENT, DISCIPLINARY ACTIONS

No change.

ARTICLE 16 – GRIEVANCE PROCEDURE

Section 2. Grievance Procedure. C. Step 3. Add language to clarify where an appeal to arbitration request is sent.

Section 2. Grievance Procedure. C. Step 3. Add language that upon either request of the Association or State Negotiator or designee to discuss the grievance, scheduling a meeting at a mutually agreeable time will occur within 15 working days of the request.

ARTICLE 17 – WAGES

Section 3. Conversion. Update dates to July 1, 2023.

Section 4. First Fiscal 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. Employees convert to the new compensation grid as provided in Section 3.

Section 4. Second Fiscal 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.

Section 9. Salary on Transfer. Add language to comply with pay history law.

Section 13. Shift Differential. Modify shift differential to \$2.75 for all hours worked before 6 a.m. and after 6 p.m.

Section 14. Officer of the Day (OD) Differential. Modify differential for OD duties to \$2.75.

Section 15. Charge Nurse Differential. Modify differential for Charge Nurse duties to \$2.25.

Section 23. Voluntary Weekend or Holiday Shift Bonus. Extend provision remain in effect until implementation of the 2025-2027 contract.

NEW Section 24. Voluntary Weekday Shift Bonus Program (Pilot). Add pilot program for an Appointing Authority, at its discretion, to administer a Voluntary Weekday Shift Bonus Program for weekday shifts that become available within fourteen (14) calendar days. Pilot expires at the implementation of the 2025-2027 agreement. Renumber remaining sections.

Section 25. Recruitment Bonus Program (Pilot). Extend pilot program. Pilot program will remain in effect until implementation of the 2025-2027 contract.

Section 26. Referral Bonus Program (Pilot). Extend pilot program. Pilot program will remain in effect until implementation of the 2025-2027 contract.

ARTICLE 18 – INSURANCE

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

Section 2. Eligibility for Group Participation C. Dependents 1. Spouse. Technical change to add the work “and.”

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

Section 3. Eligibility for Employer Contribution. D. Special Eligibility. 3. Corrections Early Retirement Incentive. a2. Post-Fifty-Five Corrections Early Retirement Incentive. Technical change to clarify period in which the nurses' 55th birthday occurs. Technical change to reference correct provisions within the 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 the Correctional Early Retirement Plan Prior to July 1, 2009. 3) Add language that in the event that a retired nurse 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 nurse would have turned age 65.

Section 3. Eligibility for Employer Contribution. D. Special Eligibility. 3. Corrections Early Retirement Incentive. c. Eligibility Conditions for Nurses Appointed to a Classification Covered by the Correctional Early Retirement Plan on or After July 1, 2009. Technical change to reference correct provisions within the section.

Section 3. Eligibility for Employer Contribution. E. Maintaining Eligibility for Employer Contribution. 1. General. Technical change to reference correct provisions within the section.

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

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

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Dependent Coverage. Employer contributes 50% of the dependent premium.

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. 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. 2) Benefit Level. Primary clinic can be changed at any time by calling the plan administrator.

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 2024 and 2024. Update chart to show plan design changes.

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

Section 6. Basic Coverages. A. Nurse 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. Nurse 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 nurse is in or outside the service area are treated the same.

Section 6. Basic Coverages. A. Nurse 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. Nurse 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. Nurse 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. Nurse 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. Nurse 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. Nurse 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. Nurse 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 nurses, former nurses, 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. Nurse and Family Health Coverage. 5. Health Promotion and Health Education. d. Health promotion incentives. Remove health promotion incentives.

Section 6. Basic Coverages. B. Nurse 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. Nurse and Family Dental Coverage. 1. Coverage Options deleted and renumber.

Section 7. Optional Coverages. A. Nurse 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. Nurse and Family Dental Coverage. 1. Coverage Under the State Dental Plan. d. Orthodontia Lifetime Maximum. If a nurse elects dental benefits on their own policy, dollars spent when the nurse 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.

Section 7. Optional Coverages. E. Vision Coverage. Vision will be available pursuant to parameters with the State’s vision vendor.

Section 7. Optional Coverages. F. Continuation of Optional Coverages During Unpaid Leave of Layoff. Add that a pre-existing condition includes a disability that results from any injury, sickness, or pregnancy which occurred or was diagnosed during the period of leave of layoff.

ARTICLE 19 – MANAGEMENT RIGHTS

No change.

ARTICLE 20 – RELOCATION ALLOWANCES

No change.

ARTICLE 21 – EXPENSE ALLOWANCES

Section 5. Meal Allowances. D. Reimbursement Amount. Modify breakfast meal reimbursement rate to \$11.

Section 5. Meal Allowances. D. Reimbursement Amount. Delete list of high-cost metropolitan areas and use IRS list (excluding any cities within Minnesota).

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 and modification to reflect legislative changes to the contract ratification process.

APPENDIX A

Technical change to correct hours worked for holiday pay proration.

APPENDIX B

No change.

APPENDIX B-1

No change.

APPENDIX C – SICK LEAVE

No change.

APPENDIX D-1, APPENDIX D-2

Update grids to reflect first year (5.5%) and second year (4.5%) wage adjustments.

Modify grids to add two additional ranges.

APPENDIX E

Technical name updates for Minnesota State.

Additional Seniority Units (Bemidji, Montevideo, Preston) added for Minnesota Department of Veterans Affairs.

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 – SUPPLEMENTAL AGREEMENTS

Add Forensics Mental Health Program - Releasing Mandated Nurses in Seniority Order (Pilot) at the Department of Human Services. Pilot to remain in effect until implementation of the 2025-2027 contract.

Technical change to correct misspelling.

APPENDIX L

Restore Equity Adjustment Pilot Program. Pilot to remain in effect until implementation of the 2025-2027 contract.

APPENDIX M

No change.

APPENDIX N

No change.

APPENDIX O - AGREEMENT REGARDING MANDATORY OVERTIME

No change.

APPENDIX P – MEMORANDUMS OF UNDERSTANDING

No change.