

SUMMARY OF THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA GOVERNMENT ENGINEERING COUNCIL (MGEC)

Unless otherwise indicated, all changes are effective _____.

THROUGHOUT

Gender-specific pronouns that were missed last round throughout the contract updated.

PREAMBLE

Technical date change.

Add language to fix clerical errors discovered.

ARTICLE 1 – COUNCIL RECOGNITION

No change.

ARTICLE 2 – COUNCIL DUES

No change.

ARTICLE 3 – EMPLOYER RIGHTS

No change.

ARTICLE 4 – COUNCIL AND EMPLOYEE RIGHTS

Section 6. Tuition Waiver. Technical change to update MnSCU to Minnesota State.

ARTICLE 5 – NO STRIKE OR LOCKOUT

No change.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

Section 1. Exempt Employees. Technical change to update “work day” to “workday” and “work days” to “workdays”.

Section 4. On-Call. Technical change to update “work station” to “workstation”.

ARTICLE 7 – HOLIDAYS

Section 1. Eligibility. Add language making employees in a C700 appointment eligible for holiday pay; hours used do not count towards the 700 hours.

Section 2. Observed Holidays. Add Juneteenth holiday. Add an additional floating holiday that must be used on or before June 30, 2023; this floating holiday will not carry over, it cannot be accumulated, and it cannot be paid off.

Section 8. Religious Holidays. Modify notification language from 10 days to 14 days. Add language allowing employees to make adjustments to their hours of work provided it does not result in overtime.

ARTICLE 8 – VACATION LEAVE

Section 1. Eligibility. Add language allowing employees in a C700 appointment to accrue and use vacation leave; hours used do not count towards the 700 hours.

Section 2. Allowances. Delete reference to July 9, 1975.

ARTICLE 9 – SICK LEAVE

Section 1. Eligibility. Add language allowing employees in a C700 appointment to accrue and use sick leave; hours used do not count towards the 700 hours.

Section 3. Usage. D. Others. 7. Revision to cite to the Sick Leave Minnesota Statute 181.9413(b).

ARTICLE 10 – LEAVES OF ABSENCE

Section 2. Paid Leaves of Absence. F. Emergency Leave. Technical change to update the Minnesota Statute citation and technical change to update “manmade” to “humanmade”.

Section 3. Unpaid Leaves of Absence. C. Medical Leave. Add language that states employees shall receive notice in writing prior to their medical leave ending.

ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS

No change.

ARTICLE 12 – PROBATIONARY PERIOD

No change.

ARTICLE 13 – SENIORITY, LAYOFF AND RECALL

Section 4. Council Cooperation. Modify language to include voluntary layoffs and voluntary reduction of hours as options prior to layoff.

Section 5. Layoff Procedures. Add language that states the Council and the State may enter into a Memorandum of Understanding for voluntary layoffs prior to the implementation of a layoff.

ARTICLE 14 – DISCIPLINE AND DISCHARGE

Section 8. Personnel Records. Modify language to clarify the employee must make their request for discipline to be removed in writing.

ARTICLE 15 – GRIEVANCE PROCEDURE

No change.

ARTICLE 16 – JOB SAFETY

No change.

ARTICLE 17 – WAGES

Section 2. Conversion. Technical date changes.

Section 3. First Fiscal Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 4. Second Fiscal Year Wage Adjustment. Effective July 1, 2022, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 5. Progression. Delete reference to May 30, 1973 and June 30, 1975.

Section 7. Supervisor Pay Differential. Adds language that phases out the supervisor pay differential effective the first day of the second full pay period after the implementation of the contract. Eligible employees who are at Step A and Step K will no longer receive the supervisor differential. Eligible employees who are at Steps B through Step J will no longer receive the supervisor differential upon progressing to Step K.

Section 15. State Contribution to Deferred Compensation Plan Contributions. Technical change correcting the citation to Minnesota Statute.

ARTICLE 18 – INSURANCE

Section 2. Eligibility for Group Participation C. Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that when two spouses work for the State and are listed as a dependent by the other, they cannot carry their own SEGIP coverage.

Section 2. Eligibility for Group Participation C. Dependents 4. Child with a Disability. Rename section from Disabled Child.

Section 4. Amount of Employer Contribution. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Employee Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 2. Dependent Coverage. Technical date changes.

Section 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty fifth (35th) day to the thirtieth (30th) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.

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

Section 6. Basic Coverages. A. Supervisor 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 2022 and 2023. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Delete section related to Office Visit Copayment incentive.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. NEW 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.

Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify to allow short-term disability to be offered every five (5) years.

ARTICLE 19 – EXPENSE ALLOWANCES

Section 4. Commercial Transportation. Modify language to add ride-share to commercial transportation.

ARTICLE 20 – RELOCATION EXPENSES

No change.

ARTICLE 21 – SALARY SAVINGS LEAVE

No change.

ARTICLE 22 – NON-DISCRIMINATION

No change.

ARTICLE 23 – ADA/WORKER’S COMPENSATION

No change.

ARTICLE 24 – WORK RULES

No change.

ARTICLE 25 – COMPLETE AGREEMENT AND WAIVER CLAUSE

Technical date change.

ARTICLE 26 – SAVINGS CLAUSE

No change.

ARTICLE 27 – DURATION

Technical date change.

APPENDIX A – SALARY RANGE ASSIGNMENTS AS OF JULY 1, 2021

Technical date change.

Add clarifying language regarding salary range reassignments.

APPENDIX B - 1

Technical date changes and update to reflect updated salaries.

APPENDIX B -2

Technical date changes and update to reflect updated salaries.

APPENDIX C – STATUTORY CITATIONS

No change.

APPENDIX D – STATEWIDE POLICY ON FMLA

No change.

APPENDIX E – CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES

Delete Appendix E; moved language to applicable articles.

APPENDIX E - GLOSSARY

Technical rename to Appendix E.

LETTERS

Pilot Programs.

Extend duration of Equity Adjustments and Student Loan Reimbursement pilot programs through 2021-2023 contract period.

(NEW) Add Recruiting Incentive pilot program for an Appointing Authority, at its discretion, to administer a Recruiting Incentive Program in support of the Appointing Authority's recruitment and hiring of qualified employees. The Appointing Authority may add or remove classes from the program, the total bonus award a newly hired candidate may receive will be up to \$5,000.00, and the bonus is payable in two (2) increments (after probationary period and after two years of employment). The pilot expires at the implementation of a successor agreement.

(NEW) Add Employee Referral Incentive pilot program for an Appointing Authority, at its discretion, to administer a Referral Incentive Program. The Appointing Authority may add or remove classes from the program, the total referral bonus award an employee will receive will be up to \$1,000.00 per candidate hired into a covered class and only one bonus will be paid for a single candidate (who cannot have worked in one of the program covered classes for the Appointing Authority within the last 12 months), the bonus is payable in either one (1) or two (2) increments. The pilot expires at the implementation of a successor agreement.

(NEW) New Letter: Safety Footwear. Modify reimbursement amount from \$125.00 per 24-month period to \$175.00 per 24-month period.