

## **SUMMARY OF THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND MINNESOTA GOVERNMENT ENGINEERING COUNCIL (MGEC)**

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Unless otherwise indicated, all changes are effective December 20, 2023.

### **THROUGHOUT**

Update Current Contract Cycle (2023 – 2025) and Table of Contents to reflect final agreement.

Change “Union” to “Council” throughout the contract.

### **PREAMBLE**

Technical date change.

### **ARTICLE 1 – COUNCIL RECOGNITION**

No change.

### **ARTICLE 2 – COUNCIL DUES**

No change.

### **ARTICLE 3 – EMPLOYER RIGHTS**

No change.

### **ARTICLE 4 – COUNCIL AND EMPLOYEE RIGHTS**

No change.

### **ARTICLE 5 – NO STRIKE OR LOCKOUT**

No change.

### **ARTICLE 6 – HOURS OF WORK AND OVERTIME**

Section 2. Non-Exempt Employees. A. Normal Work Period. 1. Normal Work Period. Vacation time, holidays, sick leave, compensatory time off, and paid leaves of absence are now considered hours worked for purposes of this section.

Section 2. Non-Exempt Employees. A. Normal Work Period. 2. Radio Engineers assigned to the MnDOT Radio Operations Center. Shift differential increased from \$1.65 to \$2.25 per hour for all hours worked between 7:00 PM and 6:00 AM. Add language that if an employee requests and is approved to work before 6:00 AM or after 7:00 PM, the employee is not eligible for the shift differential.

Section 4. On-Call. Increase on-call compensation from \$45 to \$100 for a 24-hour period, with a maximum of \$700 per week.

NEW Section 6. Reduction or Increase of Hours. A. Employee Initiated. Allow employees to temporarily reduce or increase their hours for up to twelve (12) months with mutual agreement of the Agency, Council, and employee.

NEW Section 6. Reduction or Increase of Hours. A. Employee Initiated. Allow employees to permanently reduce or increase their hours with mutual agreement of the Agency, Council, and employee.

## **ARTICLE 7 – HOLIDAYS**

Section 2. Observed Holidays. Remove language referencing additional floating holiday that was required to be used on or before June 30, 2023.

## **ARTICLE 8 – VACATION LEAVE**

Section 4. Adjusting Length of Service Credit. Delete language regarding type of previous employment, vacation eligibility requirement, four (4) years preceding state employment requirement, and documentation requirement for length of service consideration. Add language allowing for current employees to request consideration for length of service credit under language changes.

## **ARTICLE 9 – SICK LEAVE**

Section 3. Usage. B. Others. 4. Add language to allow for an employee who experiences a stillbirth or death of their child to use Paid Parental Leave.

## **ARTICLE 10 – LEAVES OF ABSENCE**

No change.

## **ARTICLE 11 – VACANCIES, RECLASSIFICATION, FILLING OF POSITIONS**

Section 1. Definitions. A. Vacancies and Reassignments. Add “Vacancy” title and re-letter the remainder of the section.

Section 1. Definitions. A. Vacancies and Reassignments. A. 1. Add language that a permanent reduction or increase of hours under Article 6 does not constitute a vacancy.

## **ARTICLE 12 – PROBATIONARY PERIOD**

No change.

## **ARTICLE 13 – SENIORITY, LAYOFF AND RECALL**

No change.

## **ARTICLE 14 – DISCIPLINE AND DISCHARGE**

No change.

## **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, 2023, all salary ranges and rates shall be increased by 5.5%, rounded to the nearest cent.

Section 4. Second Fiscal Year Wage Adjustment. Effective July 1, 2024, all salary ranges and rates shall be increased by 4.5%, rounded to the nearest cent.

Section 10. Work Out of Class. Add language that when an employee's work out of class assignment is to a classification in a different bargaining unit or compensation plan, the employee is eligible to receive any pay differentials or premium associated with the classification, and overtime eligibility (if any) will be controlled by the terms of the bargaining unit or compensation plan in which the employee is working out of class.

Section 15. State Contribution to Deferred Compensation Plan Contributions. Increase state-paid deferred compensation match from \$300 to \$500 per fiscal year.

**NEW Section 18. Incentives (Pilot).** New section to allow for an Appointing Authority to create and use incentive programs by developing a policy or procedure that governs the eligibility of the program, providing notice to the Council, and obtaining approval from MMB.

## **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 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 changes 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. 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 2025. 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 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 maximums. 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 19 – EXPENSE ALLOWANCES**

Section 6. Meal Allowances. D. Reimbursement Amount. Increase meal reimbursement rates.

Section 6. Meal Allowances. D. Reimbursement Amount. Delete list of high-cost metropolitan areas and use IRS list (excluding any cities within Minnesota).

#### **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 and modification to reflect legislative changes to the contract implementation process.

## **ARTICLE 26 – SAVINGS CLAUSE**

No change.

## **ARTICLE 27 – DURATION**

Technical date changes and update signatures.

## **APPENDIX A – SALARY RANGE ASSIGNMENTS**

Technical date change and modification to reflect salary ranges as of July 1, 2023.

## **APPENDIX B - 1**

Technical date changes and update grids to reflect first year (5.5%) wage adjustments.

## **APPENDIX B -2**

Technical date changes and update grids to reflect second year (4.5%) wage adjustments.

## **APPENDIX C – STATUTORY CITATIONS**

No change.

## **APPENDIX D – STATEWIDE POLICY ON FMLA**

No change.

## **APPENDIX E - GLOSSARY**

No change.

## **LETTERS**

### **Pilot Programs.**

Extend Equity Adjustments, Recruiting Incentive, and Employee Referral Incentive pilots until 2025-2027 successor agreement is implemented.

Extend Student Loan Reimbursement pilot until 2025-2027 successor agreement is implemented. Modify to have employee submit documentation prior to receiving reimbursement and receive reimbursement on a schedule determined by the Agency.

**(NEW)** Add Bilingual/Multilingual/Sign Language Differential pilot program for Appointing Authority's discretion to compensate employees who communicate with the public in a recognized and approved language other than English (including Braille or American Sign Language), on a recurring or specific basis. The pilot expires at the implementation of a successor agreement.

**(NEW)** Add Phased Retirement pilot program for eligible employees to work part-time for up to 6 months prior to retirement and receive full-time benefits. The pilot expires at the implementation of a successor agreement.