

Top 5 Contract Features



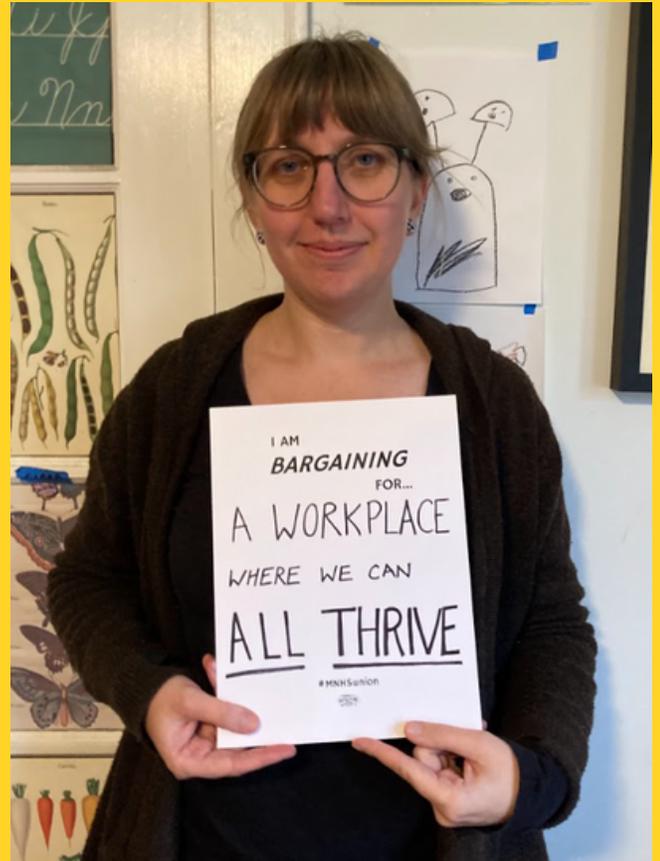
**MNHS Workers Union, AFSCME
Local 3173**

March 23rd, 2023

Grievances

- **Grievances are defined as any dispute between the parties regarding the interpretation or application of this Agreement (i.e. the contract).**

- At the bargaining table, proposed language around grievances went back and forth many times. Our Team was aware that membership's concerns are sometimes with the HR Department itself-that there is not a transparent process when it comes to decisions of discipline, work rules, reclassifications and so on.



- Our initial proposals created steps to appeal to other parts of management, such as the Executive Director's Office, when the HR department is the main issue. Management strongly resisted this. The agreement we were able to reach in this contract recognizes HR as the representative of MNHS with regards to grievances. To make sure that these issues wouldn't be ignored and left to fester, our team built response times into the grievance procedure, so that they can be resolved in a timely fashion. Some issues can go to arbitration when the Union and Management cannot find a clear path forward. The union can monitor how many grievances go to arbitration during the period of this contract, and perhaps put more pressure on Management in the future to add steps outside of the HR track.

Parental Leave

- This contract provides six weeks of paid parental leave to all employees, including seasonal employees. A further 6 weeks of unpaid leave for parental leave purposes is available for a total of 12 weeks. How these leaves apply to part-time and seasonal employees is specified.
- Employees can use their parental leave “at any time immediately preceding or during the 12-month period immediately following the birth, adoption, or foster care placement of a child with the Employee.” So there’s some nice flexibility in the contract language as well!
- **All federal, state and local leaves are still provided. All leaves, paid and unpaid apply to all bargaining units the same as they do non-bargaining unit employees.**



Wages



- The big wins in this section are raising the pay minimum to \$18/hour, an annual 3% wage grid adjustment on July 1st of each year, and seniority step increases of 2.5% every 2 years of service up to 14 years.
- The minimum wage will affect positions like Set-up Assistant, Interpreter 1, Sales Assistant 1, and Reference Assistant. Most of these positions had started at \$14.01 to \$14.71 prior to unionization in March of 2020. As of March 2023, Interpreter 1's (or Museum Guides) are being offered \$15.76 to start, so \$18 an hour is a huge bump! Wages for other positions move up from there.

Wages

- Employees have an initial contract ratification adjustment where bargaining unit members will have their wages adjusted to the new wage grid based on years of seniority. For most of the workforce this will mean a nice boost!



- The 3% annual adjustment to the wage means that any bargaining unit member who is on the grid will see their wages increase by 3% on July 1st of every year. This is reflected on our Appendix A: Wage chart for 7/1/2023, 7/1/2024, 7/1/2025, and 7/1/2026. Employees who are 14+ years of service will continue to receive the annual 3% grid adjustment.
- And finally, employees on the grid have a guaranteed 2.5% raise for every other year of service. So workers will receive these raises around their anniversaries for 2 years, 4 years, 6 years, and so on up to 14 years of service.

Bi-weekly Pay/Vacation and Sick Accrual

- Pay and vacation/sick accrual move to a bi-weekly format, rather than the weird, outdated method that is used now where each pay period is half a month, sometimes leading to varied paycheck amounts. The new work week is still being hashed out, but will most likely be Monday through Sunday.
- Management had wanted the vacation accrual amounts to end with staff at 16+ years of seniority, but the team was able to add an additional level for staff 25+ years.



- **New hires will start with 20 hours of vacation time in their bank, prorated to whether their positions are full or part-time.**
- **Accrual maximums and methods of paying out vacation and sick funds upon separation are specified.**

Health Insurance and Retirement arrangements are by statute

- MNHS's insurance and retirement plans are not really up to MNHS, but offered through SEGIP and by MSRS and/or TIAA-CREF. It's through a Minnesota state statute that MNHS enters into the SEGIP unit, so while the language in the contract says that MNHS retains discretion to change anything with our benefits, that's not exactly accurate. In short, our health insurance is safe from management tomfoolery.
- One of our union members is attending the SEGIP bargaining session to advocate for benefits MNHS employees have suggested.

