



## State Contract TA Summary/Highlights (2023-2025)

- Across the Board (“ATB”) Raises for approx 18,000 AFSCME state executive branch workers\*\*  
(The first double-digit pay increase in more than 30 years)
  - 5.5% - 2023
  - 4.5% - 2024
  - \$20 minimum wage for all state employees effective July 1, 2024
- **Shift Differential increase** to \$2.25/hr for all hours work between 6pm and 6am, up from 65 cents
- Historic number of approved **wage inequities** for our workers (see document highlighting approved wage inequities and affected job classifications)
- Bereavement Leave -**NEW** - Employees will be credited up to 5 days of sick leave to use for bereavement if they do not have enough accruals to cover. This is optional for workers.
- Bilingual Shift Differential -**NEW** - \$50 per pay check for additional language for positions that require additional language(s)
- Equity Adjustments Pilot -**NEW**- Wage adjustments or lump sum payments up to \$2,500 to maintain internal equity
- Higher Education -**NEW**- Student loan reimbursement, pilot program to allow agencies to opt-in to reimbursement programs.
- Telework language -**NEW**- Appointing Authority must provide the employee reason(s) for a denial of telework and when practicable, give at least a 14 day notice (unless it is due to performance issues).
- Safety Boots-updated language to allow additional reimbursement if boots become damaged or worn beyond repair while performing job duties.
- Comp Bank-increased maximum accrual from 150 to 175 hours (current language has a max of 150 hours or up to 200 hours at Appointing Authority discretion -now will be 175 and 200 hours).
- Deferred Comp-Employees may now convert up to 150 hours of comp time into deferred comp annually (currently 100 hours).
- Meal Reimbursement:
  - IRS rates (non-high cost areas): Breakfast-\$11 (currently \$9), Lunch-\$13 (currently \$11), Dinner-\$19 (currently \$16)
  - IRS rates (high cost areas): Breakfast-\$12 (currently \$11), Lunch-\$15 (currently \$13), Dinner-\$23 (currently \$20)

- Temporary Schedule Change -**NEW**- employee initiated reduction or increase of hours language for up to 6 months.
- Incentives Pilot -Appointing Authority may create and use incentives with feedback from the union if approved by MMB. No need for an MOU.
- Holiday Pay -technical changes to clear up language (see graph below).
- Team Achievement Awards language -If a part of a team that gets the incentive, AFSCME employee will also receive award even if they do not have Achievement Award language in their supp.
- Employee Resource Groups -If an employee is requested to participate as a guest speaker or to present, they will have no loss of pay during that time.
- Labor Management Committees -modifications language will be available to all committees not just safety committee.
- Overtime hours to exclude hours balancing
- Overtime Distribution -remove language about working voluntary overtime shift (Unit 4)
- Overtime may be offered to other job classes
- Overtime Distribution -an employee who has a scheduled leave on the shift after the assigned overtime, will not be considered available for an overtime assignment
- Overtime hours may be offered to employees at other facilities within 50 miles (radius)
- Overtime -if the appointing authority needs to adjust the amount of overtime assigned, employees who have been forced will be given first right of refusal to the end of their overtime assignment, in seniority order.
- Overtime -Employees can request to not work assigned overtime once per fiscal year.
- Comp Time -Deleted language that allowed the Appointing Authority to schedule employees off to use their comp time.
- Requesting vacation time -no later than 10 days and/or the schedule is posted, whichever is longer
- Rescinding Vacation -if rescinding a vacation of 5 or more days, cancel the entire approved vacation at least 21 days prior to the first vacation day
- Bereavement Leave -delete same and opposite sex references
- Union leave requests to be submitted to the State Negotiator
- Reinstatement after leave -Failure to return, adding a failure to return at the conclusion of an approved leave
- Work Areas -Appointing Authority will provide a list of work areas to a local within a reasonable time

- Work Group Interagency Work Partnership Letter -a letter to form a work group to examine how to fill vacancies on a temporary basis with seasonal state employees between agencies
- Vacancies -a vacancy is not created when an employee's reassignment request over 35 miles in the same job class and is mutually agreed upon
- Permanent reassignment greater than 35 miles -employee initiated language
- Trial period-employees who are appointed to a vacancy (not bid and no probationary period) will be granted a 15 day trial period and may return to former class, no loss of seniority
- Layoff article -employees may elect to receive notifications or layoff and recall via USPS or Email
- Layoff article -employees are responsible to keep their contact information up to date/updated language to contact information (not just address)
- Layoff article -removal from layoff list, add failure to respond as a reason to be removed



\*\* This does not include a two-year 0.5% employee pension contribution reduction we secured at the legislature. Which means **0.5% more money in our members' pockets** and is fully-funded on top of this TA package.

\*\*\*See Grid Below for Holiday Pay

### Holiday Pay Grid with Language Changes

Current Language	Employer Choice?	Employee Choice?
Holiday Pay – Cash	Yes	No – defers to employer
Holiday Pay – Comp	Yes	No – defers to employer
Holiday Pay – VAC	Yes	No – defers to employer
Work on Holiday Pay – Cash at OT Rate	No – defers to employee	Yes
Work on Holiday Pay – Comp at OT Rate	No – defers to employee	Yes
New Language in the TA	Employer Choice?	Employee Choice?
Holiday Pay – Cash	No – defers to employee	Yes
Holiday Pay – Comp	No – defers to employee	Yes
Holiday Pay – VAC	No – defers to employee	Yes
Work on Holiday Pay – Cash at OT Rate	Partial – defers to employee as to premium	Partial – employee may choose to have premium in cash
Work on Holiday Pay – Comp at OT Rate	No - defers to employee as to premium	Yes – employee may choose to have premium in comp

**Your union team secured more choice for our members' to make these decisions!**





## **Historic Tentative Agreement Reached on Our Insurance**

Dear Valued AFSCME Council 5 Members:

Our union, along with 43 representatives from 11 other labor unions, reached a historic and meaningful tentative agreement with the State Employee Group Insurance Program, SEGIP, that protects and expands our union members' insurance benefits and treats you with the dignity and respect you deserve!

### **Our Main Goal:**

In a unified way and leading with the powerful stories of our members, one of the top goals of our coalition is to bargain with SEGIP to ensure our members' received every penny possible and can see further progress on our insurance benefits. Your union delivered upon this goal!

### **Background and Next Steps:**

The coalition insurance negotiations team is made up of 43 members from 11 different unions, in which AFSCME Council 5 State Field Director Melinda Pearson served as the coalition's lead spokesperson along with Field Services Director Bart Andersen and multiple members of our union, including staff and members of the other unions.

This insurance coalition negotiates with SEGIP, the administrator of our insurance as state employees. SEGIP has grown to be a \$1 billion insurance plan that covers approximately 128,000 lives. This coalition bargaining team is a separate bargaining team from contract negotiations with Minnesota Management and Budget (MMB) and/or the Judicial Branch and the MN Historical Society.

For the first time **EVER**, because of our AFSCME solidarity and alongside our union coalition partners, SEGIP proposed **NO** take-backs to our insurance benefits, which enabled our union negotiations team to fight for increases and benefit expansions that our members need and deserve. Also, for the first time ever, this TA on our insurance has been negotiated and finalized before Push Week. This TA will be voted on by our members during the full ratification process that will take place later this summer.

We encourage all current non-members of our union to sign up and become a member of our union so they can have a say and vote on this agreement and participate in this process that seeks to protect our freedom to join together in a union, protect and expand our insurance, improve our economic security and more.

## **Highlights of the Tentative Agreement on Insurance:**

Your insurance coalition team fought hard to ensure we secured every penny from SEGIP as possible and fought hard to expand our benefits, and they delivered! Our union team was unified and fought alongside our members, for our members every single step of the way! That is the power of the union difference and the importance of increasing our union's membership numbers...

- NO take backs and NO increase at all to our co-pay;
- We held the line on insurance premium increases of approximately \$1 per month for single coverage and \$7 per month for family coverage. Fighting to hold the line on insurance premiums was a huge goal of our union and our coalition and we secured this victory for our members, especially in light of the significant expansion of benefits in the TA;
- Expands access for our members to receive services in out-of-network hospitals/clinics at tier 3 cost. Previously, we did not have this ability, and is a historic expansion of our insurance out-of-network access;
- Expands our members' access to receive **mental health care at a \$0 co-pay and NO deductible** for tier 1 and tier 2. This is a major win for our members and dependents who need to seek therapy and other mental health resources;
- Codified insurance coverage for fertility services.

It is clear that our union and the labor movement are leading the charge to uplift all working people and ensure we can live our lives with dignity and respect.

**That is the Union Difference!**

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## Range Reassignments for AFSCME State Employees (Wage Inequities)

Our union members, as part of the negotiations process, submitted dozens of wage inequity proposals that we presented to the State for review and we pushed hard to get them across the finish line, and we delivered high pay increases for our members, on top of the record across-the-board raises.

A wage inequity proposal is made when our members believe that those jobs are being underpaid for the work they do and are believed to be noncompetitive. All of our members' range reassignment proposals were delivered to the State and were presented during contract negotiations. We fight for range reassignments (wage inequities) when positions are hard to fill, hard to retain, experience low applicant pools, or are deemed noncompetitive in the job market.

Your AFSCME union team delivered historic and major range reassignments (pay increases) for dozens of positions within our AFSCME bargaining unit that will lift many of our union members to higher pay ranges in Fall of 2023 upon our union members' approval. We have NEVER secured this many wage inequities ever. **These are ALL in addition** to the record-breaking double-digit pay increases over the two year contract, no deductible mental health care access (Tier 1 and 2) & more!

### Range reassignments (wage inequities) are below and sorted by Unit!

#### Grid 202 - Skilled Trades

Classification	Current Range	New Range
Automotive Mechanic	89F	90F
Automotive Mechanic Lead	92F	93F
Building Maintenance Coordinator	Grid 2A – Range 40	*See State 139 Grid 2, 96F
Building Maintenance Lead Worker	92F	93F
Heavy Equipment Service Attendant	82F	85F
Heavy Equipment Mechanic	94F	95F
Heavy Equipment Field Mechanic	95F	96F
Highway Signal Technician	96F	97F
Plant Maintenance Engineer Helper	83F	84F

Classification	Current Range	New Range
Plant Maintenance Engineer	93F	95F
Plant Maintenance Engineer Lead	95F	97F
Plumber	93F	95F
Plumber Chief	95F	97F
Plumber Fitter	95F	97F
Plumber Master in Charge	95F	97F
Refrigeration Mechanic	92F	94F
Stationary Engineer	93F	95F

### 203 - (Primary Grid)

Many classes will benefit from AFSCME's proposal for a \$20.00 / hour minimum wage increase. MMB will reassign all ranges with a minimum below \$20.00 / hour as of July 1, 2024, to the first salary range with a minimum greater than \$20.00 / hour, and to maintain existing salary range maximums.

For the Student Worker – Custodial / Maintenance classification, MMB will reassign that classification to whichever salary range on grid 203 is closest to 80% of the new \$20.00 / hour minimum wage as of June 30, 2024, and it will be an 8-step range.

Classification	Current Range	New Range
Security / Comm Systems Monitor	61L	62L

### 203A Grids (General Maintenance Worker, General Maintenance Worker Lead, Supported Employee)

Classification	Current Range	New Range
General Maintenance Worker	3A, Range 12	Grid 3, 56N
General Maintenance Worker – Lead	3A, Range 16	Grid 3, 66E
Supported Employee	3A, Range 20	Grid 3, Range 50I

In light of moving the majority of the bargaining unit towards \$20.00 / hour, MMB will increase wages for the Supported Employee classification beyond the State's minimum wage.

## Unit 204 - Healthcare

These reassignments are intended to do three things:

1. Increase starting wages to a \$20.00 / hour minimum during this contract period;
2. Decrease the time it takes for employees to reach the top of the range, by decreasing total steps of each range to no more than 10 whenever possible, and
3. More competitive wages at the top of the pay scale in most instances

Classification	Current Range	New Range
Behavior Modification Asst	63K	65J
Cert Occ Therapy Assist 1	63K	65J
Cert Occ Therapy Assist 2	66K	68J
Certified Peer Spec	56K	59K
Chemical Depend Couns. Sr.	69J	70J
Chemical Depend Program Assist	63K	65J
Human Svcs Support Specialist	64J	66J
Human Services Technician (HST)	25P (Grid 4A)	Deletes bottom 4 steps
Licensed Practical Nurse (LPN)	67L	70J
Certified Med Assistant	65J	67J
Mental Health Prog Assist	63K	65J
Peer Specialist	56K	59K
Physical Therapy Aide	59M	63J
Physical Therapy Asst	66K	68J
Recreation Prog Assist	66K	68J
Residential Program Lead	66K	68J
Security Counselor	66K	69J
Security Counselor Lead	70K	73J
Special Education Prog Assist	63K	65J
Structured Program Asst	63K	65J
Work Therapy Assist	63K	65J
Work Therapy Technician	60K	62J

## Unit 206 - Clerical

Several of the clerical classifications will benefit from AFSCME's proposal for \$20.00 / hour minimum wage during this contract period. MMB will be reassigning all ranges with a minimum below \$20.00 / hour as of July 1, 2024, to the first salary range with a minimum greater than \$20.00 / hour, and to maintain existing salary range maximums.

For the Student Worker – Clerical, which is a clerical classification which may have a salary minimum below \$20.00/ hour as of July 1, 2024, MMB's intention is to reassign that classification to whichever salary range on grid 203 is closest to 80% of the new \$20.00 / hour minimum wage, and it will be an 8-step range.

## Unit 207 - Technical

To the DVS Examiners within our AFSCME membership: It was our union that successfully fought back against many anti-worker politicians' plan to privatize and outsource your jobs after misleading other lawmakers and the public. We went on the offense and defended your jobs and our union won. We trust you and know you are doing an excellent job and must be supported.

These range reassignments for you, and others in this unit, are investments in you and your work.

Classification	Current Range	New Range
Animal Health Tech	61M	66J
Dental Assistant	61M	66J
Dental Hygienist	74M	77L
DVS Exam & Insp Spec	63M	64M
DVS Exam & Insp Spec Sr	66M	67M
Pharmacy Technician	57M	61J

We only achieved these major wage inequities because of our union family standing strong together. Nothing is ever "given" to us. We must always fight for what we need and deserve to live a life of dignity and respect.

Your union dues are used for representation and fighting for the strongest contract possible. To build upon our momentum and achieve what we need in the workplace, we need more people to join our union family!

If you are not yet a member of our union, please join us. This is the **ONLY** way we can achieve what we need and deserve. Call us at 651-450-4990 M-F 8am-5pm or visit [afscmemn.org](http://afscmemn.org) and click Join Us or scan the QR code below.

We welcome you to our union family and thank all of our members for being part of our union that fights for excellence in services to the public, dignity in the workplace, and opportunity and prosperity for all workers.

**Together, we are AFSCME Strong!**

**Stay tuned for more information, including voting,  
which will take place later this summer.**

