



Subcommittee on Employee Relations

72 State Office Building | St. Paul, MN 55155 | Phone: 651-296-9002 | www.ser.leg.mn

Memorandum

DATE: September 17, 2021
TO: Members of the Subcommittee on Employee Relations
FROM: Michelle Weber, Legislative Coordinating Commission
RE: FY 2022-23 AFSCME Contracts Summary

This memo summarizes three FY 2022-23 American Federation of State County and Municipal Employees (AFSCME) contracts submitted to the Subcommittee on Employee Relations (SER) by Minnesota Management and Budget (MMB). Under M.S. 3.855, subdivision 2, paragraph c, the Subcommittee may meet by October 11, 2021, to provide interim approval or to disapprove the contracts. If the Subcommittee does not meet by October 11, 2021, the contracts go into interim effect and will be submitted to the legislature for ratification.

The State has reached tentative agreements with AFSCME Council 5, which represents administrative, technical and human services staff; with Corrections Officers; and with Radio Communications Operators. These agreements are the first to be submitted for the current biennium.

This memo includes a description of the major provisions of each contract, and a summary of the financial implications. Links to the negotiated contracts, in legislative format, are available within the summary for each contract.

Changes to the State Employee Group Insurance Program (SEGIP) (the core health insurance program for state employees) are included as part of these contracts. Insurance provisions are generally consistent across all contracts and are summarized separately below.

Insurance Benefits

Health, dental, life, and disability benefits provisions are initially bargained through a coalition that includes exclusive representatives from all unions. Final bargaining is completed between the State and the exclusive representatives for AFSCME and MAPE. As a result, the insurance provisions are generally consistent from contract to contract; however, some minimal changes for financial and benefit issues (like eligibility and modifications to state contributions) may be bargained for specific contracts.

The Legislature reviews proposed changes to benefits provisions as part of its overall review of proposed collective bargaining agreements. The Legislature does not separately review the benefits program as benefits are a term and condition of employment bargained within the agreements.

The insurance provisions also become part of the Legislative Plan for Employee Benefits, applying to members and staff. Changes to the Legislative Plan, including any changes to insurance provisions must be approved by the Legislative Coordinating Commission before becoming effective.

Insurance changes become effective January 1, 2022.

MMB and the employee representatives negotiated the following insurance provisions:

1. No changes to the underlying medical plan design.
2. Coverage for 3 D mammograms will be treated as the same as 2 D mammograms under the medical plan.
3. Emergency Room out of pocket costs were changed: Cost level 2 from \$100 to \$125; Cost Level 3 from \$100 to \$150; and Cost Level 4 from 25% coinsurance to \$350 copay. All other copayments and applicable deductible payments were removed. No other changes to out of pocket costs were made.
4. Removes the requirement for a member to have a referral to visit an eye doctor for an eye injury when they had their annual exam within the past year. This language reduces the number of steps a member must take to see a doctor in this situation.
5. A dental open enrollment will be held for both years of this contract rather than just the first year.
6. Changes the initial effective date of coverage for new hires, rehires are reinstatements to 30 days instead of 35 days.
7. Technical changes for eligibility of employee's spouses who are eligible for coverage through the spouse's employer.
8. A short-term disability open enrollment will be held once every five years.
9. Removed outdated language on the \$5 reduction to the office visit copay for participating in a Wellbeing survey. Clarifies that an employee completing qualified activities in the Wellbeing program will receive a \$70 credit to the employee's deductible which was implemented in CY 2021.
10. Permits MMB and the Joint Labor Management Committee to make temporary plan changes to insurance benefits in the event of certain natural disasters and other major emergencies. Also, recognizes that MMB may make changes unilaterally if required under another authority, including state or federal law, regulation, order or rule.

Medical premiums are estimated to increase by approximately 3% in CY 2022. Premium costs are determined by MMB and are not negotiated.

AFSCME Council 5 Contract

The tentative settlement with the American Federation of State, County, and Municipal Employees (AFSCME Council 5) covers approximately 14,200 employees in five bargaining units:

- Clerical and Office (Unit 6)
- Technical (Unit 7)
- Health Care Non-professionals (Unit 4)
- Craft, Maintenance and Labor (Unit 2)
- Service (Unit 3)

The contract, in legislative format, is available at: <https://www.ser.leg.mn/contracts/22-23/AFSCME-2021-23-SER-Legislative-Redline.pdf>

Financial Provisions

1. 2.5% across the board (ATB) increases effective July 1, 2021.
2. 2.5% ATB increases effective July 1, 2022.
3. Step increases in each year for employees who are eligible. Step increases represent approximately a 2.8% increase. About half of the covered employees are below the maximum of their salary ranges and receive these increases.
4. All salary ranges are adjusted by the same percentage as the ATB increases.
5. Increases the number of hours an employee can use when they have sustained injury while on duty from the current level of 300 hours to 400 hours. (Also continues eligibility for pay when an employee who incurs a disabling injury on the job because of aggressive or overt acts of a person who is being apprehended or taken into custody, and seeks medical attention, may be compensated for the time until admission, not to exceed four hours. If transport is required, up to an additional four hours must be granted. This provision is made permanent in this contract.)
6. Several additional agencies and divisions within larger agencies are authorized to award Achievement Awards, under the same terms provided to employees in other agencies under the terms of the contract.
7. Several additional agencies and divisions within larger agencies are authorized to provide hiring incentives, retention incentives, and referral incentives for hard to fill positions, under the same terms provided to employees in other agencies.
8. Increases the employer deferred compensation match from \$175 to \$250 per year.

Other Provisions

1. Adds Juneteenth as a paid holiday.
2. Permits employees to telework where the agency has determined the employee is able to satisfactorily meet business needs and job performance expectations.
3. Amends the Article prohibiting discrimination to include sexual orientation and gender identity.

Continuing Provisions

Employees continue to:

1. Receive thirteen days of paid sick leave per year.
2. Earn between 13 (entry level) and 29 (with 30 years of service) days of vacation leave per year, depending on the length of service.
3. Receive a shift differential of \$0.65 per hour for shifts scheduled to begin before 6:00 a.m. or end after 7:00 p.m.

Pay Equity

MMB is required by M.S. 43A.05 to report any employee classes found to have inequities in compensation. The December 2020 report by MMB identified no female-dominated classes in bargaining units represented by AFSCME.

Settlement Cost Sheet

MMB estimates that the cost of the increases (ATBs, steps, insurance, FICA, retirement contributions) provided in the AFSCME Council 5 contract will be 4.42% this biennium. The cost of these increases will add 6.94% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

For purposes of comparison, these costs are summarized in a settlement tracking sheet that is attached. To provide another point of comparison, the settlement sheet for the previous biennium is also attached.

AFSCME Contract: Radio Communications Operators

The tentative settlement with the American Federation of State, County, and Municipal Employees (AFSCME Unit 225), covers approximately 54 Radio Communications Operators in the Department of Public Safety. A copy of the contract is available at:

<https://www.ser.leg.mn/contracts/22-23/2021-2023-AFSCME-225-Redline-Tentative-Contract.pdf>

Financial Provisions

1. 2.5% ATB increases effective July 1, 2021.
2. 2.5% ATB increases effective July 1, 2022.
3. Step increases in each year for employees who are eligible. Step increases represent approximately a 2.6% increase. About 78% of covered employees are below the maximum of their salary ranges and receive these increases, which are granted on either an annual or semi-annual basis depending on the employee's position within the salary range.
4. Increases the employer deferred compensation match from \$175 to \$250 per year.

Other Provisions

Other underlying changes are parallel to those in the AFSCME Council 5 contract.

Settlement Cost Sheet

MMB estimates that the cost of the increases (ATBs, steps, insurance, FICA, retirement contributions) provided in the AFSCME Council 25 contract will be 4.43% this biennium. The cost of these increases will add 6.95% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

AFSCME Contract: Corrections Officers

The tentative settlement with the American Federation of State, County, and Municipal Employees (AFSCME Unit 208), covers 1,924 corrections officers at state prisons. A copy of the contract is available at: <https://www.ser.leg.mn/contracts/22-23/AFSCME-Unit-208-2021-23-SER-Legislative-Redline.pdf>

Financial Provisions

1. 2.5% ATB increases effective July 1, 2021.
2. 2.5% ATB increases effective July 1, 2022.
3. Step increases in each year for employees who are eligible. Step increases represent approximately a 2.85% increase. About 80% of the covered employees are below the maximum of their salary ranges and receive these increases.
4. Increases the shift differential from \$0.65 to \$1.65 for hours worked between 6:00 p.m. and 6:00 a.m.
5. Increases the employer deferred compensation match from \$175 to \$250 per year.

Other Provisions

Other underlying changes are parallel to those in the AFSCME Council 5 contract.

Continuing Provisions

Employees continue to:

1. Receive thirteen days of paid sick leave per year.
2. Earn between 13 (entry level) and 29 (with 30 years of service) days of vacation leave per year, depending on the length of service.

Settlement Cost Sheet

MMB estimates that the cost of the increases (ATBs, steps, insurance, FICA, retirement contributions) provided in the contract will be 4.67% this biennium. The cost of these increases will add 7.39% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

Additional Information

Attached are additional data provided by MMB:

- Summary of Wages and Insurance
- Estimated Cost for SER, including costs by agency as required under M.S.3.855, subd. 5.

Also attached is the SER Settlement Sheet, and the companion sheet from the previous biennium.

Please feel free to contact me at michelle.weber@lcc.leg.mn if you have any questions.

STATE EMPLOYEE SALARY SETTLEMENTS

FY 22-23 ESTIMATED COSTS

LCC Subcommittee on Employee Relations
September 16 2021

Bargaining Unit	Across the board increases (% increase)				BIENNIAL BASE (1)	BIENNIAL NEW MONEY (1)	% INCREASE (2)	% INCREASE BIENNIUM TO BIENNIUM (3)	\$ IMPACT ON NEXT BIENNIUM
	7/1/2021	1/1/2022	7/1/2022	1/1/2023					
AFSCME, Council 5	2.50%		2.50%		\$ 2,084,072,266	\$ 92,044,883	4.42%	6.94%	\$ 144,634,615
AFSCME, Unit 8, Correctional Officers	2.50%		2.50%		\$ 365,056,850	\$ 17,051,747	4.67%	7.39%	\$ 26,977,701
AFSCME, Unit 25, Radio Communications Oper	2.50%		2.50%		\$ 11,243,196	\$ 497,646	4.43%	6.95%	\$ 781,402
MN Association of Professional Employees									
Middle Management Association									
MN Government Engineering Council (5)									
Minnesota Nurses Association									
MN Law Enforcement Association									
State Residential Schools Education Assoc									
Service Employees International Union (6)									
State University Inter Faculty Organization									
MN State Univ Assoc of Admin & Service Faculty									
Minnesota State College Faculty									
Personnel Plan for MnSCU administrators									
Personnel Plan for St Bd of Invest employees									
Office of Higher Education Plan									
Managerial Plan									
Commissioners Plan (4)									
Office of Legislative Auditor									
MNsure Compensation Plan									
TOTAL					\$ 2,460,372,312	\$ 109,594,276	4.45%	7.01%	\$ 172,393,719

The ">" indicates proposed contract or plan has not been acted on by the Subcommittee.
 The "R" indicates the contract or plan was rejected by the Subcommittee.
 The "I" indicates a contract or plan that has been implemented absent Subcommittee action
 The "" indicates the proposed contract or plan has not been ratified by the Legislature
 The "A" indicates the contract or plan has been ratified by the Legislature

- (1) Includes all funds, including higher education agencies. Includes across the board salary increases, steps, FICA, insurance & pension.
- (2) Percent of new money needed over base.
- (3) This percentage reflects the annualized cost of the increases granted during the biennium. This figure depicts all of the costs of the contract, including "tails."
- (4) Groups within plan follow lead of comparable bargaining units.
- (5) The arbitration award provided 3.5% across the board increases each year for engineers in the 3 highest classes
- (6) Includes federal and state funds. Does not include funds for administration, grants and training.

STATE EMPLOYEE SALARY SETTLEMENTS

FY 20-21 ESTIMATED COSTS

LCC Subcommittee on Employee Relations
September 7, 2021

Bargaining Unit	Across the board increases (% increase)				BIENNIAL BASE (1)	BIENNIAL NEW MONEY (1)	% INCREASE (2)	% INCREASE BIENNIUM TO BIENNIUM (3)	\$ IMPACT ON NEXT BIENNIUM
	7/1/2019	1/1/2020	7/1/2020	1/1/2021					
AFSCME, Council 5	2.25%		2.50%		\$ 2,086,908,177	\$ 104,981,085	5.03%	8.74%	\$182,395,775
AFSCME, Unit 8, Correctional Officers	2.25%		2.50%		\$ 331,053,303	\$ 17,515,918	5.29%	8.92%	\$29,529,955
AFSCME, Unit 25, Radio Communications Oper	2.25%		2.50%		\$ 10,511,814	\$ 526,192	5.01%	8.68%	\$912,425
MN Association of Professional Employees	2.25%		2.50%		\$ 3,061,970,910	\$ 164,059,411	5.36%	9.30%	\$284,763,295
Middle Management Association	2.25%		2.50%		\$ 764,283,588	\$ 39,870,769	5.22%	8.99%	\$68,709,095
MN Government Engineering Council (5)	2.25%		2.50%		\$ 269,391,309	\$ 13,406,438	4.98%	8.35%	\$22,494,174
Minnesota Nurses Association	2.25%		2.50%		\$ 201,413,184	\$ 10,766,432	5.35%	9.23%	\$18,590,437
MN Law Enforcement Association ⁷	2.25%		2.50%		\$ 192,515,740	\$ 12,694,633	7.24%	15.99%	\$30,783,267
State Residential Schools Education Assoc	2.25%		2.50%		\$ 35,467,528	\$ 1,310,746	3.70%	5.98%	\$2,120,958
Service Employees International Union (6)	10.4%								
State University Inter Faculty Organization	1.90%		2.00%		\$ 623,076,607	\$ 21,371,403	3.43%	5.42%	\$33,770,752
MN State Univ Assoc of Admin & Service Faculty			1.50%		\$ 139,166,477	\$ 4,874,063	3.50%	5.92%	\$8,238,655
Minnesota State College Faculty			3.45%		\$ 804,129,466	\$ 29,953,733	3.72%	6.05%	\$48,649,833
Personnel Plan for MnSCU administrators					\$ 189,887,030	\$ 5,078,044	2.67%	4.10%	\$7,785,368
Personnel Plan for St Bd of Invest employees									
Office of Higher Education Plan	2.25%		2.50%		\$ 7,388,523	\$ 457,360	6.19%	10.64%	\$786,139
Managerial Plan	2.25%		2.50%		\$ 462,049,092	\$ 20,288,257	4.39%	7.09%	\$32,759,281
Commissioners Plan (4)	2.25%		2.50%		\$ 273,842,106	\$ 9,579,351	3.50%	5.36%	\$14,677,937
Office of Legislative Auditor									
MnSure Compensation Plan	2.25%		2.50%		\$ 5,370,360	\$ 280,755	5.23%	8.54%	\$458,629
TOTAL					\$ 9,458,425,214	\$ 457,014,590	4.83%	8.33%	\$ 787,425,974

The ">" indicates proposed contract or plan has not been acted on by the Subcommittee.
 The "R" indicates the contract or plan was rejected by the Subcommittee.
 The "I" indicates a contract or plan that has been implemented absent Subcommittee action
 The "***" indicates the proposed contract or plan has not been ratified by the Legislature
 The "A" indicates the contract or plan has been ratified by the Legislature

- (1) Includes all funds, including higher education agencies. Includes across the board salary increases, steps, FICA, insurance & pension.
- (2) Percent of new money needed over base.
- (3) This percentage reflects the annualized cost of the increases granted during the biennium. This figure depicts all of the costs of the contract, including "tails."
- (4) Groups within plan follow lead of comparable bargaining units.
- (5) The arbitration award provided 3.5% across the board increases each year for engineers in the 3 highest classes
- (6) Includes federal and state funds. Does not include funds for administration, grants and training.
- (7) Includes legislatively established 8.45% wage increase for all employees and 10.45% increase for those employees at top of their range, effec 10/2020

**ESTIMATED COST OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

I. Bargaining Unit Composition

Total Number of Employees: 14,181

II. Biennial Summary of Costs (All Agencies and All Funds)

Employee Costs	Biennial Base	Biennial New Money
Salaries	1,410,810,814	67,509,550
FICA and Retirement	209,548,638	10,027,237
Insurance	463,712,814	14,508,096
TOTAL	2,084,072,266	92,044,883

The Hubinger Number is **4.42%**, which represents the Biennial New Money as a percentage of the Biennial Base at the beginning of Fiscal Year 2022.

The Merriam Number is **6.94%**, which represents the growth in the Biennial Base over the term of the contract.

III. Biennial Base and New Costs (By Agency and Funding Source)

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Accountancy Board	\$317,650	\$331,679
General	\$317,650	\$331,679
Administration Dept	\$36,622,174	\$38,239,624
General	\$2,550,554	\$2,663,201
Other	\$34,071,620	\$35,576,423
Administrative Hearings	\$3,286,114	\$3,431,248
General	\$10,596	\$11,064
Other	\$3,275,518	\$3,420,184
African Heritage Council	\$158,744	\$165,755
General	\$158,744	\$165,755
Agriculture Dept	\$12,276,122	\$12,818,308
General	\$2,988,944	\$3,120,953
Other	\$9,287,178	\$9,697,354
Animal Health Board	\$1,192,422	\$1,245,086
General	\$1,192,422	\$1,245,086

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Architecture, Engineering Bd	\$352,518	\$368,087
General	\$352,518	\$368,087
Arts Board	\$615,978	\$643,183
General	\$195,256	\$203,880
Other	\$420,722	\$439,304
Asian-Pacific Council	\$142,842	\$149,151
General	\$142,842	\$149,151
Attorney General	\$9,863,114	\$10,298,727
General	\$9,429,246	\$9,845,697
Other	\$433,868	\$453,030
Barber Examiners Board	\$265,906	\$277,650
General	\$265,906	\$277,650
Behavioral Health & Therapy Bd	\$547,838	\$572,034
Other	\$547,838	\$572,034
Campaign Fin & Public Discl Bd	\$128,928	\$134,622
General	\$128,928	\$134,622
Capitol Area Architect	\$103,190	\$107,747
General	\$103,190	\$107,747
Chiropractors Board	\$519,456	\$542,398
Other	\$519,456	\$542,398
Commerce Dept	\$7,108,686	\$7,422,647
General	\$2,858,822	\$2,985,084
Other	\$4,249,864	\$4,437,563
Corrections Dept	\$133,965,794	\$139,882,511
General	\$106,568,816	\$111,275,521
Other	\$27,396,978	\$28,606,990
Cosmetologist Exam Board	\$1,881,904	\$1,965,020
General	\$1,881,904	\$1,965,020
Dentistry Board	\$515,872	\$538,656
Other	\$515,872	\$538,656
Dietetics & Nutrition Practice	\$69,986	\$73,077
Other	\$69,986	\$73,077
Disability Council	\$218,396	\$228,042
General	\$218,396	\$228,042
Education Department	\$5,741,604	\$5,995,187
General	\$2,117,322	\$2,210,835
Other	\$3,624,282	\$3,784,352

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Emergency Medical Services Bd	\$925,932	\$966,827
General	\$925,932	\$966,827
Employ & Econ Development Dept	\$28,646,572	\$29,911,773
General	\$1,866,008	\$1,948,422
Other	\$26,780,564	\$27,963,351
Exec for LT Svcs & Supports Bd	\$924,006	\$964,816
Other	\$924,006	\$964,816
Explore Minnesota Tourism	\$2,159,198	\$2,254,561
General	\$2,159,198	\$2,254,561
Gambling Control Board	\$221,124	\$230,890
Other	\$221,124	\$230,890
Health Department	\$29,996,978	\$31,321,821
General	\$4,792,244	\$5,003,898
Other	\$25,204,734	\$26,317,923
Higher Ed Facilities Authority	\$113,688	\$118,709
Other	\$113,688	\$118,709
Housing Finance Agency	\$6,128,814	\$6,399,498
Other	\$6,128,814	\$6,399,498
Human Rights Dept	\$1,497,468	\$1,563,605
General	\$1,497,468	\$1,563,605
Human Services Dept	\$500,186,616	\$522,277,797
General	\$280,455,684	\$292,842,256
Other	\$219,730,932	\$229,435,542
Investment Board	\$457,076	\$477,263
Other	\$457,076	\$477,263
Iron Range Resources & Rehab	\$3,590,820	\$3,749,412
Other	\$3,590,820	\$3,749,412
Labor & Industry Dept	\$11,081,566	\$11,570,993
General	\$287,514	\$300,212
Other	\$10,794,052	\$11,270,781
Latino Affairs Council	\$243,352	\$254,100
General	\$243,352	\$254,100
Lottery	\$6,639,872	\$6,933,128
Other	\$6,639,872	\$6,933,128
Marriage & Family Therapy	\$422,382	\$441,037
Other	\$422,382	\$441,037
Medical Practice Board	\$1,937,920	\$2,023,510
Other	\$1,937,920	\$2,023,510

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Military Affairs Dept	\$44,043,258	\$45,988,467
General	\$3,764,402	\$3,930,660
Other	\$40,278,856	\$42,057,807
Minnesota Zoological Garden	\$13,861,602	\$14,473,812
General	\$8,211,488	\$8,574,156
Other	\$5,650,114	\$5,899,656
Mn Management & Budget	\$1,570,686	\$1,640,057
General	\$781,044	\$815,539
Other	\$789,642	\$824,517
MN St Colleges & Universities	\$255,284,642	\$266,559,513
Other	\$255,284,642	\$266,559,513
Mn State Academies	\$18,055,390	\$18,852,822
General	\$10,109,314	\$10,555,801
Other	\$7,946,076	\$8,297,021
MN State Retirement System	\$2,701,426	\$2,820,737
Other	\$2,701,426	\$2,820,737
MN.IT Services Office	\$6,009,334	\$6,274,742
General	\$67,872	\$70,870
Other	\$5,941,462	\$6,203,872
MNsure	\$11,434,718	\$11,939,742
Other	\$11,434,718	\$11,939,742
Natural Resources Dept	\$138,804,768	\$144,935,203
General	\$41,435,616	\$43,265,656
Other	\$97,369,152	\$101,669,546
Nursing Board	\$2,716,026	\$2,835,982
Other	\$2,716,026	\$2,835,982
Occupational Therapy Pract Bd	\$164,872	\$172,154
Other	\$164,872	\$172,154
Office of Higher Education	\$1,762,338	\$1,840,173
General	\$548,336	\$572,554
Other	\$1,214,002	\$1,267,619
Ombud Mental Hlth & Dev Dis	\$362,648	\$378,665
General	\$362,648	\$378,665
Ombudsperson for Families	\$233,570	\$243,886
General	\$233,570	\$243,886
Optometry Board	\$69,986	\$73,077
Other	\$69,986	\$73,077

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Peace Officers Board (POST)	\$440,618	\$460,078
General	\$440,618	\$460,078
Perpich Ctr For Arts Education	\$2,220,146	\$2,318,201
General	\$1,342,270	\$1,401,553
Other	\$877,876	\$916,648
Pharmacy Board	\$1,541,752	\$1,609,845
General	\$99,692	\$104,095
Other	\$1,442,060	\$1,505,750
Physical Therapy Board	\$165,724	\$173,043
Other	\$165,724	\$173,043
Podiatric Medicine Board	\$25,268	\$26,384
Other	\$25,268	\$26,384
Pollution Control Agency	\$13,396,322	\$13,987,982
Other	\$13,396,322	\$13,987,982
Private Detective Board	\$167,148	\$174,530
General	\$167,148	\$174,530
Prof Educator Licensing Std Bd	\$875,334	\$913,994
General	\$875,334	\$913,994
Psychology Board	\$1,221,642	\$1,275,597
Other	\$1,221,642	\$1,275,597
Public Employees Retire Assoc	\$2,684,702	\$2,803,274
Other	\$2,684,702	\$2,803,274
Public Facilities Authority	\$310,794	\$324,520
Other	\$310,794	\$324,520
Public Safety Dept	\$118,440,628	\$123,671,662
General	\$19,932,504	\$20,812,841
Other	\$98,508,124	\$102,858,822
Public Utilities Comm	\$352,868	\$368,453
General	\$352,868	\$368,453
Racing Commission	\$2,131,596	\$2,225,740
Other	\$2,131,596	\$2,225,740
Revenue Dept	\$25,507,526	\$26,634,088
General	\$24,985,720	\$26,089,236
Other	\$521,806	\$544,852
Secretary of State	\$4,340,630	\$4,532,338
General	\$2,095,454	\$2,188,002
Other	\$2,245,176	\$2,344,336

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Social Work Board	\$1,789,918	\$1,868,971
Other	\$1,789,918	\$1,868,971
State Auditor	\$1,138,960	\$1,189,263
General	\$1,011,834	\$1,056,523
Other	\$127,126	\$132,741
Tax Court	\$302,216	\$315,564
General	\$302,216	\$315,564
Teachers Retirement Assoc	\$1,499,252	\$1,565,468
Other	\$1,499,252	\$1,565,468
Transportation Dept	\$479,923,332	\$501,119,568
Other	\$479,923,332	\$501,119,568
Veterans Affairs Dept	\$115,907,754	\$121,026,922
General	\$4,046,874	\$4,225,608
Other	\$111,860,880	\$116,801,314
Water & Soil Resources Board	\$1,238,892	\$1,293,609
General	\$520,750	\$543,749
Other	\$718,142	\$749,859
Workers Comp Court of Appeals	\$305,358	\$318,844
Other	\$305,358	\$318,844

IV. Estimated Additional Salary and Non-Wage Costs (By Agency)

Agency	Additional Salary	Additional Non-Wage
Accountancy Board	\$10,290	\$3,740
Administration Dept	\$1,186,306	\$431,145
Administrative Hearings	\$106,447	\$38,687
African Heritage Council	\$5,142	\$1,869
Agriculture Dept	\$397,662	\$144,524
Animal Health Board	\$38,626	\$14,038
Architecture, Engineering Bd	\$11,419	\$4,150
Arts Board	\$19,953	\$7,252
Asian-Pacific Council	\$4,627	\$1,682
Attorney General	\$319,497	\$116,116
Barber Examiners Board	\$8,614	\$3,130
Behavioral Health & Therapy Bd	\$17,746	\$6,450
Campaign Fin & Public Discl Bd	\$4,176	\$1,518
Capitol Area Architect	\$3,343	\$1,215
Chiropractors Board	\$16,827	\$6,115

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency	Additional Salary	Additional Non-Wage
Commerce Dept	\$230,272	\$83,689
Corrections Dept	\$4,339,567	\$1,577,150
Cosmetologist Exam Board	\$60,961	\$22,155
Dentistry Board	\$16,711	\$6,073
Dietetics & Nutrition Practice	\$2,267	\$824
Disability Council	\$7,075	\$2,571
Education Department	\$185,988	\$67,595
Emergency Medical Services Bd	\$29,994	\$10,901
Employ & Econ Development Dept	\$927,951	\$337,250
Exec for LT Svcs & Supports Bd	\$29,931	\$10,878
Explore Minnesota Tourism	\$69,943	\$25,420
Gambling Control Board	\$7,163	\$2,603
Health Department	\$971,695	\$353,148
Higher Ed Facilities Authority	\$3,683	\$1,338
Housing Finance Agency	\$198,531	\$72,153
Human Rights Dept	\$48,508	\$17,629
Human Services Dept	\$16,202,592	\$5,888,589
Investment Board	\$14,806	\$5,381
Iron Range Resources & Rehab	\$116,318	\$42,274
Labor & Industry Dept	\$358,966	\$130,461
Latino Affairs Council	\$7,883	\$2,865
Lottery	\$215,086	\$78,170
Marriage & Family Therapy	\$13,682	\$4,973
Medical Practice Board	\$62,775	\$22,815
Military Affairs Dept	\$1,426,697	\$518,512
Minnesota Zoological Garden	\$449,020	\$163,190
Mn Management & Budget	\$50,879	\$18,491
MN St Colleges & Universities	\$8,269,460	\$3,005,411
Mn State Academies	\$584,870	\$212,562
MN State Retirement System	\$87,508	\$31,803
MN.IT Services Office	\$194,661	\$70,747
MNsure	\$370,406	\$134,618
Natural Resources Dept	\$4,496,316	\$1,634,119
Nursing Board	\$87,980	\$31,975
Occupational Therapy Pract Bd	\$5,341	\$1,941
Office of Higher Education	\$57,088	\$20,748
Ombud Mental Hlth & Dev Dis	\$11,747	\$4,269
Ombudsperson for Families	\$7,566	\$2,750
Optometry Board	\$2,267	\$824

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Agency	Additional Salary	Additional Non-Wage
Peace Officers Board (POST)	\$14,273	\$5,187
Perpich Ctr For Arts Education	\$71,917	\$26,137
Pharmacy Board	\$49,942	\$18,151
Physical Therapy Board	\$5,368	\$1,951
Podiatric Medicine Board	\$819	\$297
Pollution Control Agency	\$433,948	\$157,712
Private Detective Board	\$5,414	\$1,968
Prof Educator Licensing Std Bd	\$28,355	\$10,305
Psychology Board	\$39,573	\$14,382
Public Employees Retire Assoc	\$86,966	\$31,606
Public Facilities Authority	\$10,068	\$3,659
Public Safety Dept	\$3,836,658	\$1,394,376
Public Utilities Comm	\$11,430	\$4,154
Racing Commission	\$69,049	\$25,095
Revenue Dept	\$826,268	\$300,295
Secretary of State	\$140,606	\$51,101
Social Work Board	\$57,981	\$21,072
State Auditor	\$36,894	\$13,409
Tax Court	\$9,790	\$3,558
Teachers Retirement Assoc	\$48,565	\$17,650
Transportation Dept	\$15,546,202	\$5,650,034
Veterans Affairs Dept	\$3,754,611	\$1,364,557
Water & Soil Resources Board	\$40,132	\$14,585
Workers Comp Court of Appeals	\$9,891	\$3,595

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND AFSCME**

July 1, 2021 – June 30, 2023

Wages

Two and one-half percent (2.50%) general wage increase effective July 1, 2021. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Two and one-half percent (2.50%) general wage increase effective July 1, 2022. All employees are eligible for this wage increase.

Progression step increases averaging 2.78% are available to employees in both fiscal years on the employee's anniversary date. Employees at the maximum rate of their salary range are not eligible for progression step increases. Approximately 50% of employees are eligible for progression step increases during the fiscal year. Progression step increases are delivered either on a semi-annual or annual basis, depending on job classification and position in the range.

Insurance

1. Medical plan:
 - a. Effective January 1, 2022, 3D mammograms will not be subject to out of pocket costs on the same terms as are 2 D mammograms.
 - b. Effective January 1, 2022, a member will no longer need a referral to visit an eye doctor for an eye injury when they had their annual exam within the past year.
 - c. Effective January 1, 2022, the Emergency Room out of pocket costs will be streamlined so that members have a clear understanding of what they will pay for the service:
 - i. Cost level 1: was \$100 and subject to the deductible, it becomes a flat \$100 and not subject to the deductible
 - ii. Cost level 2: was \$100 and subject to the deductible, it becomes \$125 and not subject to the deductible.
 - iii. Cost level 3: was \$100 and subject to the deductible, it becomes \$150 and not subject to the deductible.
 - iv. Cost level 4: was subject to deductible and a 25% coinsurance to the out of pocket maximum, it becomes \$350 and not subject to the deductible.
 - d. Effective January 1, 2023, a new infertility benefit designed by the Joint Labor Management committee on Insurance Benefits will be implemented.

2. Dental plan:
 - a. The dental plan will be offered in open enrollment during both years of this contract rather than just one year.

**ESTIMATED COST OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND
AFSCME UNIT 225**

July 1, 2021 – June 30, 2023

I. Bargaining Unit Composition

Total Number of Employees: 54

II. Biennial Summary of Costs (All Agencies and All Funds)

Employee Costs	Biennial Base	Biennial New Money
Salaries	7,731,984	369,988
FICA and Retirement	1,074,750	51,429
Insurance	2,436,462	76,229
TOTAL	11,243,196	497,646

The Hubinger Number is **4.43%**, which represents the Biennial New Money as a percentage of the Biennial Base at the beginning of Fiscal Year 2022.

The Merriam Number is **6.95%**, which represents the growth in the Biennial Base over the term of the contract.

III. Biennial Base and New Costs (By Agency and Funding Source)

Agency & Funding Source	Biennial Base	Biennial Base+ New Costs
Public Safety Dept	\$11,243,196	\$11,740,842
Other	\$11,243,196	\$11,740,842

IV. Estimated Additional Salary and Non-Wage Costs (By Agency)

Agency	Additional Salary	Additional Non-Wage
Public Safety Dept	\$369,988	\$127,658

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN THE STATE OF MINNESOTA
AND AFSCME UNIT 225**

July 1, 2021 – June 30, 2023

Wages

Two and one-half percent (2.50%) general wage increase effective July 1, 2021. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Two and one-half percent (2.50%) general wage increase effective July 1, 2022. All employees are eligible for this wage increase.

Progression step increases averaging 2.64% are available to employees in both fiscal years on the employee's anniversary date. Employees at the maximum rate of their salary range are not eligible for progression step increases. Approximately 78% of employees are eligible for progression step increases during the fiscal year. Progression step increases are delivered on semi-annual or annual basis, depending on position in the range.

Insurance

1. Medical plan:

- a. Effective January 1, 2022, 3D mammograms will not be subject to out of pocket costs on the same terms as are 2 D mammograms.
- b. Effective January 1, 2022, a member will no longer need a referral to visit an eye doctor for an eye injury when they had their annual exam within the past year.
- c. Effective January 1, 2022, the Emergency Room out of pocket costs will be streamlined so that members have a clear understanding of what they will pay for the service:
 - i. Cost level 1: was \$100 and subject to the deductible, it becomes a flat \$100 and not subject to the deductible
 - ii. Cost level 2: was \$100 and subject to the deductible, it becomes \$125 and not subject to the deductible.
 - iii. Cost level 3: was \$100 and subject to the deductible, it becomes \$150 and not subject to the deductible.
 - iv. Cost level 4: was subject to deductible and a 25% coinsurance to the out of pocket maximum, it becomes \$350 and not subject to the deductible.
- d. Effective January 1, 2023, a new infertility benefit designed by the Joint Labor Management committee on Insurance Benefits will be implemented.

2. Dental plan:

- a. The dental plan will be offered in open enrollment during both years of this contract rather than just one year.

**ESTIMATED COST OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND
AFSCME UNIT 208**

July 1, 2021 – June 30, 2023

I. Bargaining Unit Composition

Total Number of Employees: 1,924

II. Biennial Summary of Costs (All Agencies and All Funds)

Employee Costs	Biennial Base	Biennial New Money
Salaries	233,258,910	11,776,415
FICA and Retirement	59,990,460	3,028,705
Insurance	71,807,480	2,246,627
TOTAL	365,056,850	17,051,747

The Hubinger Number is **4.67%**, which represents the Biennial New Money as a percentage of the Biennial Base at the beginning of Fiscal Year 2022.

The Merriam Number is **7.39%**, which represents the growth in the Biennial Base over the term of the contract.

III. Biennial Base and New Costs (By Agency and Funding Source)

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Corrections Dept	\$365,056,850	\$382,108,597
General	\$363,562,106	\$380,544,034
Other	\$1,494,744	\$1,564,563

IV. Estimated Additional Salary and Non-Wage Costs (By Agency)

Agency	Additional Salary	Additional Non-Wage
Corrections Dept	\$11,776,415	\$5,275,332

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN THE STATE OF MINNESOTA
AND AFSCME UNIT 208**

July 1, 2021 – June 30, 2023

Wages

Two and one-half percent (2.50%) general wage increase effective July 1, 2021. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Two and one-half percent (2.50%) general wage increase effective July 1, 2022. All employees are eligible for this wage increase.

Progression step increases averaging 2.85% are available to employees in both fiscal years on the employee's anniversary date. Employees at the maximum rate of their salary range are not eligible for progression step increases. Approximately 79% of employees are eligible for progression step increases during the fiscal year. Progression step increases are delivered either on a semi-annual or annual basis, depending on job classification and position in the range.

Insurance

1. Medical plan:

- a. Effective January 1, 2022, 3D mammograms will not be subject to out of pocket costs on the same terms as are 2 D mammograms.
- b. Effective January 1, 2022, a member will no longer need a referral to visit an eye doctor for an eye injury when they had their annual exam within the past year.
- c. Effective January 1, 2022, the Emergency Room out of pocket costs will be streamlined so that members have a clear understanding of what they will pay for the service:
 - i. Cost level 1: was \$100 and subject to the deductible, it becomes a flat \$100 and not subject to the deductible
 - ii. Cost level 2: was \$100 and subject to the deductible, it becomes \$125 and not subject to the deductible.
 - iii. Cost level 3: was \$100 and subject to the deductible, it becomes \$150 and not subject to the deductible.
 - iv. Cost level 4: was subject to deductible and a 25% coinsurance to the out of pocket maximum, it becomes \$350 and not subject to the deductible.
- d. Effective January 1, 2023, a new infertility benefit designed by the Joint Labor Management committee on Insurance Benefits will be implemented.

2. Dental plan:

- a. The dental plan will be offered in open enrollment during both years of this contract rather than just one year.