

2021-2023 AFSCME, MAPE CBAs

Enterprise Employee Relations

Timeline Bargaining 2021-2023

Spring 2021

- Opened negotiations with AFSCME/MAPE
- Open negotiations with some of the other bargaining units
- Determined cost or savings of State and Union proposals

Summer 2021

- MLEA 19-21 tentative agreement reached
- Final week of bargaining with AFSCME and MAPE (this year July 2021) was in confidential mediation with Bureau of Mediation Services
- Open bargaining with some of other bargaining units

Timeline Bargaining 2021-2023 Continued

Late Summer/Fall 2021

- Unions prepare for ratification vote with members
- Prepare reports for submission to SER along with tentative agreements
- Open bargaining with remaining bargaining units

Insurance Coalition Bargaining

- Included representatives from each bargaining unit
- Opened in Spring 2021
- Finalized insurance coalition changes in final week of bargaining with AFSCME/MAPE

Past 15 Contracts Across The Board (ATB) History

Contract Cycle	ATB Year 1	ATB Year 2
2019-2021	2.25%	2.50%
2017-2019	2.00%	2.25%
2015-2017	2.50%	2.50%
2013-2015	3.00%	3.00%
2011-2013	0.00%	2.00%
2009-2011	0.00%	0.00%
2007-2009	3.25%	3.25%
2005-2007	2.00%	2.00%
2003-2005	0.00%	0.00%
2001-2003	3.50%	3.50%
1999-2001	2.50%	3.00%
1997-1999	3.00%	3.00%
1995-1997	2.50%	2.50%
1993-1995	0.00%	3.25%
1991-1993	2.50%	2.50%

- Over this past year and a half, state workers have been impacted by the effects of the pandemic, yet state workers continued to deliver needed services to Minnesotans.
- Contracts bargained in good faith.
- MMB budget analysis regarding contract parameters.
- Continuing competitive labor market.
- MMB review of compensation data – increases in Minnesota public sector entities and other states.

There are two factors we look at in determining who we compare ourselves to for compensation purposes:

- States that are similar to Minnesota
 - One large metropolitan area combined with a large rural population, for example, Colorado and Washington
- Public Sector Government entities where we are most likely to compete for employees
 - Bordering states, county and city governments where we have the potential to compete for employees
 - For example, North Dakota, Wisconsin, Hennepin County, Sherburne County, Minneapolis, smaller metro and Greater Minnesota cities

Market Comparisons – Most Recent Data

- **States that are similar to Minnesota**

- Colorado – 3% ATB for all state employees approved by the legislature for 2021-2022
- Washington – On June 16, 2021, the Office of Financial Management granted an ATB of 3% for non-represented employees

- **Bordering States**

- North Dakota - 2% increase for FY2021 & FY2022
- South Dakota – 2.4% ATB in FY2021
- Wisconsin – 2% General Increases FY2021 and FY2022

Market Comparisons – Most Recent Data

- **Counties**

- Hennepin – 2019-2021 contracts have 2.5% increases in Year 1 & 2; 2% in Year 3
- Sherburne – 2019-2021 contracts have 2.5% increases each year

- **Cities**

- Minneapolis – 2.35% increase in 2021; 2.75% increase in 2022 for the Minneapolis Professional Employees Union
 - Other Minneapolis unions are still in negotiations
- Centerville – 2021-2023 contract has a 3% increase each year
- Sandstone – 2019-2021 contract has a 3% increase each year

Grievance Procedure

- Add language required by statute regarding arbitrations arising from grievances as described by Minnesota Statute § 626.892.

Wage Grids

- New grids to reflect ATB 2.25%/2.5% and legislative increases of at least 8.45% (more for those at the top step)
 - Members will see total increases of at least 13.2% over the life of the 19-21 contract from negotiated across-the-board increases and legislatively directed increases
 - In addition, all members will receive either step-progression (approx. 4%) or a legislatively-directed premium of an addition 2% once they are at the top of the salary range.

New paid holiday

- Juneteenth (consistent with federal government and equity)

Wages

- 2.5% Each year of the contract
- Injured on duty increase to 400 hours, continue to permit up to 4 hours of regular pay when treatment required at a medical facility
- Deferred Compensation match increase from \$175 to \$250
- Shift Differential \$1.65 per hour for all hours worked before 6 am and after 6 pm

New paid holiday

- Juneteenth (consistent with federal government and equity)

Wages

- 2.5% Each year of the contract
- Injured on duty increase to 400 hours, continue to permit up to 4 hours of regular pay when treatment required at a medical facility
- Deferred Compensation match increase from \$175 to \$250

New paid holiday

- Juneteenth (consistent with federal government and equity)

Wages

- 2.5% Each year of the contract
- Deferred comp match increase (\$200 to \$250)
- Training Differential increase (\$1/hr to \$2.75/hr)

New paid holiday

- Juneteenth (consistent with federal government and equity)

Wages

- 2.5% Each year of the contract
- Bilingual/Multilingual/Sign Language Differential (Pilot) - 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 (ASL)), on a recurring or specific basis
- Deferred comp match increase (\$200 to \$250)

- Changes that begin on Jan 1, 2022
 - The waiting period is reduced from 35 to a 30-day wait period
 - 3D mammograms will have the same out of pocket costs as 2D mammograms
 - Emergency Room out of pocket costs are streamlined; flat rates, no deductible or coinsurance
- Included in Open Enrollment
 - Dental coverage will be offered in both years of the contract
 - Short-term Disability will be offered every 5 years beginning in 2022