



2019-2021 Tentative Agreement

Thanks to unprecedented member participation, MAPE's Negotiations Team successfully bargained a strong 2019-2021 contract tentative agreement in a tough budget year. MAPE's Board of Directors unanimously approved the tentative agreement and urged members to do the same.

We're stronger together. Together, as a union, we build power and better lives. Together we've brought paid parental leave and a respectful workplace to state government – making Minnesota a national leader among employers. If we continue to stick together, we can build on our progress and organize for student loan repayment programs, paid family leave and other issues. Together, we can hold off harsh cuts to our agencies and programs that hurt our workers, our families and our communities.

Highlights of the Tentative Agreement

Wages: Higher wage increases than last contract: 2.25 percent increase July 1, 2019 and 2.5 percent increase in 2020. Step increases, averaging 3.5 percent, apply to eligible employees each year of the contract.

Healthcare: Healthcare costs continue to escalate nationwide but unions were able to fight off \$122 million in additional costs. Employees now have to pay an additional \$22.5 million, \$8 million is MAPE's share, and the employer will pay \$98.5 million. Monthly premiums will increase for singles by \$2.60 in 2020 and \$2.80 in 2021, and families will pay an additional \$17.73 per month in 2020 and \$19.14 in 2021.

Among the improvements in the dental plan is a lifetime orthodontia benefits increase from \$2,400 to \$3,000. The Joint Labor Management coalition will meet to determine the details of a new optional vision plan which is expected to begin on Jan. 1, 2021.

MAPE was one of a handful of unions in the country two years ago to negotiate no increases in members' out-of-pocket costs and co-pays for office visits and prescriptions. The 2019-2021 contract includes market value increases in these services. Compared to other plans in and around Minnesota, the State Employee Group Insurance Program (SEGIP) is one of the best around.

Hennepin County's maximum out-of-pocket costs for single coverage are \$3,500. Even after our changes, for Tier 1 and Tier 2 our maximum is \$2,750. The federal government plan's maximum is \$5,500. Wisconsin's maximum cost of prescription drugs is \$8,650 annually, Iowa's is \$5,850; at \$2,100, we are well below either of them. Only having a strong union has kept these costs under control. We need to ensure SEGIP is sustainable over the long-term.

Student Loan Payment Reimbursement: Agencies will have the option of offering student loan payment reimbursement not to exceed \$5,000 per calendar year or \$25,000 over five years. Several agencies have expressed interest in opting into such a program and this will be an opportunity for members to join together to let their agency leaders know this is a priority to them. If you want your agency to take up this option, we encourage you to reach out to your agency's Meet and Confer team and ask how you can get involved.

Phased retirement: Current plan has been expanded to allow employees to share their knowledge with employees before fully retiring. The program is no longer restricted to specific agencies and may be granted for up to six months, instead of three months, without any additional written agreements.

Sick Leave: This policy has been amended to allow the use of sick leave for adult children, grandparents, mother-in-law, father-in-law, brother or sister and grandchild. It is also expanded to allow sick leave for obtaining assistance or providing assistance to a covered relative for sexual assault, domestic abuse or stalking.

Bereavement Policy: Employees who do not have sufficient accruals to take bereavement leave for covered family members will be allowed a credited amount of sick leave, not to exceed 40 hours, to cover their leave. The credited hours would be paid back in subsequent pay periods.

IT Pay Grids: Additional pay grids for Information Technology Specialists positions have been added. There is no new language accompanying the pay scale, but this offers more pay and allows for future flexibility around recruitment and retention in IT. MAPE will be working with MMB to determine how these new grids will be used.

Career Mapping: Recognizing the need for professional development, the employer has agreed to simplify its classification system by providing updated class specifications, better distinction between classes in a series and continuing discussions with members to address gaps in clarity and continued improvements.

Equity Adjustments: MMB is now allowed to make equity adjustments and advance incumbents within a pay range and/or provide a one-time lump sum payment of \$2,500 to an individual at the top of their pay range who has at least a satisfactory job performance. We expect this to be used only in limited circumstances.

Voting on the Tentative Agreement

Only members may vote to ratify the tentative agreement and electronic voting takes place Aug. 14-26. Our work is not done. We must also reach non-members so they can learn, join and act alongside us. Non-members must join by Aug. 9 to vote on the contract:

www.mape.org/join-mape.

More information about the tentative agreement available at
www.mape.org