

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF MINNESOTA
AND
MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES**

This Memorandum of Understanding (“MOU”) between the State of Minnesota (“Employer”) and Minnesota Association of Professional Employees (“MAPE”) (hereinafter “Union”) is entered into on this 7 day of *June* 2024, in order to set forth the agreement of the parties.

WHEREAS, the Article 16 – Vacancies, Filling of Positions, Section 6. Probationary Periods of the 2023-2025 labor agreement between the Employer and MAPE provides that an employee who is employed in a temporary unclassified appointment that is converted to the unlimited classified service in the same classification the employee shall be required to serve a probationary period of three (3) months; and

WHEREAS, the parties desire to provide an Appointing Authority discretion to certify an Employee whose temporary unclassified appointment is converted to the unlimited classified service in the same classification upon completion of a minimum of 45 days in the probationary period.

NOW THEREFORE, the parties hereto, acting through their respective agents, do hereby agree to supplement the existing collective bargaining agreement as follows:

1. At the discretion of the Appointing Authority, the Appointing Authority may choose to certify the employee whose temporary unclassified appointment is converted to the unlimited classified service in the same classification after serving a minimum of 45 days in the probationary period.
2. The terms of this MOU shall not be construed to establish any precedent between the parties and may not be offered as evidence in any grievance or arbitration proceeding, except in a proceeding arising from claims brought under this MOU. The parties shall not ever assert or claim that this MOU is a precedent in any current or future personnel action or administrative procedure or litigation of any kind.
3. The terms of this MOU shall not be construed to place any limits on management rights, so long as such rights are not in conflict with a stated term of this MOU.
4. The parties agree that they have carefully read and fully understand the terms of and that they are voluntarily entering into this MOU.
5. The parties agree that this MOU constitutes the entire agreement between the parties on the matters discussed herein and it fully supersedes any and all prior agreements or understandings between them relating to the subject matter contained herein.

FOR MAPE

Dated this 7th day of June 2024



Megan Dayton
MAPE President

FOR Minnesota Management & Budget

Dated this _____ day of _____ 2024

Blake Chaffee
Deputy Commissioner, EER
Minnesota Management & Budget

Dated this _____ day of _____ 2024

Jennifer Ziegler
Labor Relations Director
Minnesota Management & Budget