



Negotiations: Summary of Proposed Changes to MAPE's 2019-21 Contract

After three months of intensive negotiations, MAPE's Negotiations Team reached a tentative agreement with the governor's team on June 20, 2019 on a new 2019-2021 contract. MAPE's Board of Directors will vote on this proposal and make a recommendation to the membership on Friday, June 21, 2019. The following is a summary of key changes included in the 2019-21 tentative agreement:

Article 24 - Wages

Section 2 is modified to update the applicable date. Sections 3 and 4 are modified to reflect a 2.25% general salary/wage increase on July 1, 2019 and a 2.5% general salary/wage increase on July 1, 2020. Progression steps apply each year of the contract. The remaining sections will be updated to reflect date and salary adjustments.

Calculate wage increases based on the proposed 2019-2021 contract at:

<https://mape.org/wage-calculator>

Article 20 - Health Insurance

In an effort to avoid a \$41 million Cadillac health plan tax in 2022 and \$122 million in increased cost sharing being proposed by the employer, negotiators successfully kept health care increases to a minimum spreading only \$23.5 million across all unionized employees. The remaining \$98.5 million in costs will be paid for by the employer. Costs for the employer and employee include 8% premium increases in 2020-2021 (down from a proposed 9.3%). Employee coverage will increase to \$35.08 per month in 2020 and family will increase to \$239.36 per month. View actual insurance premium impacts at: <https://mape.org/wage-calculator>.

Other increases will include:

2020 Minnesota Advantage Health Plan Schedule of Benefits

<u>2020 and 2021 Benefit Provision</u>	<u>Benefit Level 1</u> <u>The member pays:</u>	<u>Benefit Level 2</u> <u>The member pays:</u>	<u>Benefit Level 3</u> <u>The member pays:</u>	<u>Benefit Level 4</u> <u>The member pays:</u>
Deductible for all services except drugs and preventive care (S/F)	\$250/500	\$400/800	\$750/1,500	\$1,500/3,000
Office visit copay/urgent care (copay waived for preventive services) 1) Having taken health assessment and opted-in for health coaching 2) Not having taken health assessment or not having opted-in for health coaching	1) \$30 2) \$35	1) \$35 2) \$40	1) \$65 2) \$70	1) \$85 2) \$90
Coinsurance for lab (including allergy shots, pathology and x-rays)	10%	10%	20%	25%
Coinsurance for MRI/CT scan services	10%	15%	25%	30%
Copay for three-tier prescription drug plan	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55
Maximum drug out-of-pocket limit (S/F)	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100
Maximum non-drug out-of-pocket limit (S/F)	\$1,700/\$3,400	\$1,700/\$3,400	\$2,400/\$4,800	\$3,600/\$7,200

Dental changes

Lifetime maximum orthodontia benefits increase from \$2,400 to \$3,000. Preventative dental services won't apply to a person's \$2,000 annual maximum dental benefit. Employees will also now have coverage for repairs on a tooth that has previously been repaired without waiting two years.

Minimal dental premium increases are included in the contract. Employees with dependent or family (single and dependent) coverage, will pay \$1.66 per month more in premiums in 2020.

Optional vision insurance – coming soon

- The employer has agreed to work with labor to create a vision plan that employees can purchase.
- The first step in this process will be to have the Joint Labor Management coalition meet to determine the parameters and details of the plan.
- The plan will go out for bid and a provider will be chosen.
- Unions must sign off on the vision plan before it goes into effect.
- This process is not expected to be completed before Jan 1, 2020 when the 2020 insurance year begins.
- The anticipated start of employee-offered optical insurance is January 1, 2021.

Student loan payment reimbursement

A new letter has been included in the contract allowing agencies the option of offering student loan payment reimbursement not to exceed \$5,000 per calendar year or \$25,000 over five years. Participating employees will be required to have been employed for 18 months and remain employed for one (1) year after receiving a reimbursement payment.

Recruiting Incentives

The employer may offer a recruiting incentive of up to \$5,000 to new employees who accept a hard-to-fill position. The employer may also offer a referral incentive up to \$1,000 to current employees who refer a new employee to a hard-to-fill position. Hard-to-fill positions will be determined by Minnesota Management and Management (MMB) with payments made in installments.

Sick Leave

Article 12 has been amended to reflect the statutory changes that allow the use of sick leave for adult children, grandparents, father-in-law, mother-in-law, brother or sister, and grandchild. It further is expanded to meet the statutory requirements for allowing sick leave use for obtaining assistance or providing assistance to a covered relative for sexual assault, domestic abuse or stalking.

Bereavement leave

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

Phased retirement

MAPE's current phased retirement program has been modified. Agencies may participate by providing notice to MAPE. It is no longer restricted to specific agencies. The phased retirement may now be granted for up to six (6) months, instead of three (3) months, without any additional written agreements.

Equity Adjustments

New language allows MMB 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 range who has a least a satisfactory job performance.

IT Pay Ranges

A new pay grid for information technology (IT) positions has been added. There is no new language accompanying the pay scale, but this allows for future flexibility around recruitment and retention in IT. You can see the new proposed IT pay ranges here: <https://mape.org/sites/default/files/files/New%20ITS%20grid.pdf>

Career Mapping

Throughout a discussion on employee career paths and recognizing the need for professional development, the employer has agreed to simplify their classification system by providing more up-to-date class specifications, better distinction between classes in a series, and continuing dialogue with members to address gaps in clarity and continued improvements.

Other notable language changes

The proposed contract includes many language improvements suggested by MAPE members. Among them:

- New language requiring the employer, when practicable, to notify a temporary unclassified employee a minimum of fourteen (14) days in advance of their scheduled end of their appointment as to what the status of their position will be at the end of their appointment.
- New language spells out the employer's requirement to offer and the conditions surrounding a Loudermill hearing offered to employees being suspended or discharged.
- Language clarifying that letters of expectations are not discipline and can be removed from a personnel file after six (6) months of satisfactory performance.
- Language that allows management to subtract the number of hours, not to exceed forty (40), from an employee's vacation accruals equal to an unpaid suspension.
- Language extending the period a written reprimand can remain in a personnel file from one (1) year to eighteen (18) months provided no further discipline has been administered.
- Inclusion of tribal government in length of service credit consideration for vacation accruals.
- Removal of the use of vacation request forms, defaulting to general written requests.
- Language was included clarifying that an employee must meet the minimum qualifications for a position in order to be awarded an interest bid.
- Language defining disabled employees as employees with a disability as defined by the Americans with Disabilities Act. New language specifies under specific circumstances how a disabled employee using an assistive device can attend training paid for by vacation and sick leave accruals.
- Clarification of the circumstances which an employee receives severance pay. Age 65 is removed allowing more employees to be eligible to receive severance pay. Employees must still meet the previous requirements in the contract.

- Addition of tribal elections to eligible employee's voting time. This provides pay for the time it takes an employee to vote in a tribal election.
- Removal of old restrictions for pregnant employees to use VDT/CRT equipment.
- Broadening of immunization rights to those who face serious health risks due to repeated exposure to bacterial or viral hazards regardless of department.
- Removal of an old requirement that an annual health survey be conducted by specific agencies and an ability to expand it to other agencies.