

**Union Proposal #2  
Connect 700 Proposals**

**April 6, 2021**

ARTICLE 31: AMERICANS WITH DISABILITIES ACT  
SECTION 4: CONNECT 700 PROGRAM PARTICIPANTS [NEW]

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Section 4. Probationary Periods. All unlimited appointments to positions in the classified service except appointments from the Seniority Unit Layoff List shall be for a probationary period of six (6) months; and the Appointing Authority may require a probationary period of six (6) months for transfers, reinstatements, voluntary demotions and appointments from layoff lists other than the Seniority Unit Layoff List. The probationary period shall exclude any time served in emergency, provisional, temporary, or unclassified employment, or any paid or unpaid leave of absence in excess of ten (10) consecutive working days. Wherever practicable, an employee serving a probationary period shall receive at least one (1) performance counseling review of his/her work performance at the approximate midpoint of the probationary period. Employees participating in the Connect 700 (C700) Program shall have their pre-probationary hours run concurrent to the Appointing Authority's standard six (6) month probationary period.

The employer shall have all requested American with Disabilities Act (ADA) accommodations approved and established prior to an employee's start date.

A C700 participant shall be afforded the right to have an Association representative present for regular check-in meetings with their supervisor.

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ARTICLE 12: SICK LEAVE  
SECTION 3: SICK LEAVE USE

**Section 3. Sick Leave Use.** An employee shall be granted sick leave with pay to the extent of their accumulation for absences necessitated by the following conditions:

**A. Employee.**

1. Illness or disability.
2. Medical, chiropractic, or dental care.
3. Exposure to contagious disease so that the employee's attendance on duty may endanger the health of fellow employees or the public.
4. Upon request of the employee, a birth mother shall be allowed to use six (6) weeks or more, if certified as necessary by a medical provider, of accumulated sick leave for the birth of a child.
5. Employees with a disability, as defined by the Americans with Disabilities Act, requiring the use of a service animal may use sick leave and/or vacation leave to attend the initial

training for service animal handling. Employees with a disability, as defined by the Americans with Disabilities Act (ADA), who require attendance at a customarily required and professionally administered initial training or orientation concerning the use of an assistive device related to their disability, may use vacation and/or sick leave for attendance. Employees who do not have sufficient leave accruals to attend such initial trainings or orientations shall be credited with up to forty (40) hours of leave per fiscal year to be used for this purpose. Such credit shall not apply in cases where the Appointing Authority provides the training or orientation, and such credit shall be reduced proportionately as vacation and sick leave is accumulated. At the discretion of Minnesota Management and Budget, more than forty (40) hours may be credited.

6. Employees with a disability, as defined by the Americans with Disabilities Act, who do not have sufficient sick leave accruals shall be credited with up to forty (40) hours of leave per fiscal year. Such credit shall be reduced proportionately as sick leave is accumulated. At the discretion of Minnesota Management and Budget, more than forty (40) hours may be credited.

At the beginning of their appointment, Participants of the Connect 700 Program shall be credited with up to forty (40) hours of leave per fiscal year. Such credit shall be reduced proportionately as sick leave is accumulated. At the discretion of Minnesota Management and Budget, more than forty (40) hours may be credited. Sick leave utilization during the C700 program shall not be subject to any disciplinary action.

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## ARTICLE 8: DISCIPLINE AND DISCHARGE

### SECTION 7: C700 PARTICIPANTS TERMINATION **REVIEW [NEW]**.

#### **Connect 700- Termination Review**

#### Article 8- Discipline and Discharge

#### Section 7 (new, move existing)- C700 Participants

**Section 7 [NEW]. C700 Participants termination review.** A C700 participant may request review of the termination of their C700 appointment. The request shall allow the participant to meet with an Agency representative to discuss the termination decision within five (5) calendar days of the termination. If requested, the participant may have an Association representative present for the meeting.

The employer shall develop, administer, and make public a formal grievance process for C700 participants. The employee may be reinstated with an extension of their probationary period, if additional time is necessary for the employee to demonstrate that they can perform the essential functions of the job with or without a reasonable accommodation.