

**Union Proposal #9**  
**Allowing Returning State Employees To Maintain Vacation Accrual Rate**

**April 6, 2021**

ARTICLE 10: VACATION LEAVE

SECTION 2: ACCRUALS

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Section 2. Accruals. All eligible employees shall accrue vacation in accordance with the following rates:

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An eligible employee reinstated or reappointed to State service ~~within four (4) years of the date of~~ after resignation in good standing or retirement from any branch of Minnesota State government, shall accrue vacation leave with the same credit for length of service that existed at the time of such separation. The Appointing Authority will automatically reinstate vacation leave accrual upon reinstatement or reappointment. Current bargaining unit employees may request consideration for previous employment as described in this paragraph. This method shall not be used to change any length of service requirements determined prior to July 1, 1983.

Employees of the University of Minnesota, the Minnesota Historical Society, the Metropolitan Council, and former members of the Minnesota Legislature who transfer or who are appointed to State service ~~within four (4) years of the date of~~ after resignation in good standing, ending of their Legislative term, or retirement, shall accrue vacation leave with the same credit for length of service that existed at the time of such transfer or separation. Such employees shall begin accruing vacation leave based on this method effective at the beginning of the first payroll period following the date the employee applies.

Changes in the accrual rate shall become effective the beginning of the next payroll period after approval of this agreement.

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