

**2023-2025 Tentative Agreement Q & A**

**What wage increases will we be getting?**

The proposed contract includes general wage increases in both years: 5.5 percent effective July 1, 2023, and 4.5 percent effective July 1, 2024. Step increases apply both years for eligible employees (step increases average 3.55 percent in the MAPE contract).

**When will I receive retro-pay?**

Retro-pay from July 1, 2023 is anticipated to reach paychecks 4-6 weeks after the contract is ratified.

**Will all employees be getting these increases, even those at the top of their pay scale?**

Yes, those at the top of their scale receive the increases both years. The few employees who are above their class pay scale will only receive the second-year increase.

**What will my health care costs be?**

The share of coverage for monthly premiums between employer and employee did not change. The overall premium (which SEGIP can unilaterally raise without bargaining) will go up 3% on January 1, 2024. For those with individual coverage, the increase will equate to an additional $1.16 per month, and for those with family coverage, the increase will equate to an additional $7.88 per month.

The 3% increase on health care costs is *not* based on your wages, it is based on a much smaller health care premium amount.

**What is new in the dental plan?**

The yearly dental coverage maximum will be raised by $200 from $2,000 to $2,200.

Also, in the current contract, monthly dental premiums for families are percent-based (50% split between employee and employer), and for individuals it is a static amount of $13.50 a month. The health care coalition of multiple unions agreed to change the individual premium to percent-based as well – with the employee covering 30%, which is equivalent to $13.50 right now. Next year, dental premiums are expected to raise by 5%. SEGIP reports this increase will be used to raise reimbursement rates to attract new dentists to the network. That will result in the dependent care premium going from $41.90 to $44.00 a month.

**Are health care costs higher than our wage increases?** No.MAPE has developed a tool to allow you to calculate your own wages based on the proposed 2023-2025 contract at https://mape.org/wage-calculator. You will also be able to estimate your health care costs by looking at the chart below the calculator which shows the healthcare costs differences between the health care plans for the 2021-2023 and 2023-2025 contracts.

The estimated 2.5% increase on health care costs is *not* based on your wages, it is based on a much smaller health care premium amount.

**What are the next steps?**

We did not get everything we wanted but fought hard for everything we won. We had to drop proposals we cared deeply about at the table, and many fights must continue into the coming year. We built serious power and leadership this round, including hundreds of leaders in action and organizing. Our work is not done, and neither is yours. Once the tentative agreement goes into effect, there will be opportunities for all of us to act. All the Negotiations Committee representatives will meet with members in their regions to discuss the tentative agreement and next steps, so tune into your local meetings for more information.

**When does voting on the tentative agreement begin?**

Following the regional informational meetings, electronic voting on the tentative agreement will begin on Aug. 11and continue through 11:59 p.m. on Aug. 17. Only members may vote on the tentative agreement. The MAPE office must receive membership applications by 11:59 p.m. on Aug. 4 to vote. You may join online at www.mape.org/join-mape.

**What happens if members don’t vote to ratify the agreement?**

According to MAPE bylaws, if the tentative agreement is rejected by a majority of the voting members, a strike is automatically authorized. The Board of Directors must then vote to implement the strike.

**What happens if members approve the tentative agreement?**

If members vote to approve the TA, the contract will be ratified and go into effect pending approval by the Board of Directors. If the agreement is ratified by members, it will be sent to Minnesota Management and Budget for final implementation.