



Contract Tentative Agreement

2021-2023

The 2021-23 contract tentative agreement reflects the tireless work of MAPE's bargaining team, substantial engagement from our membership and extraordinary services MAPE members provide every day.

We secured major victories for our members including strong wage increases, added significant benefits to our health insurance with no major changes in out-of-pocket expenses or share of premium costs, added Juneteenth as a holiday, secured an increase to employer contribution to deferred compensation and more.

Wages

- Cost of Living Adjustment is 2.5% in FY2022 and 2.5% in FY2023.

Healthcare

- No increases to our share of healthcare premiums, though the non-negotiable premiums will go up by 3% for both members and the State.
- No major changes in out-of-pocket costs.
- Open Enrollment for Dental Care in 2023.
- 3-D mammograms as standard care.

Equity, Diversity and Inclusion (EDI): MAPE members said this was a priority and we fought together for the following contract improvements:

- Juneteenth will now be a holiday for state workers.
- Additional pay for employees who communicate with the public in languages other than English.
- Quarterly meetings with the Governor's Office of Inclusion to engage and share member concerns and ideas for improving our state workforce's EDI programs.
- Members who work in Connect700 can now accrue and use vacation/sick leave and are now eligible for holiday pay.

Telework: After 16 months of members successfully teleworking, the message was clear - telework as an option must be here to stay. This contract will include:

- Language that ensures 14 days' notice when practical for any changes in teleworking conditions.
- Pilot program to meet with management to address any disagreements with permissions or denials of telework.

Temporary Unclassified Employees: In the past four years, we have highlighted the overuse and abuse of the Temporary Unclassified (TU) status of state workers. We made gains in this contract with:

- An increase from 14 to 21 days minimum notice when practical on the ending of an appointment.
- Shortened probationary period for TU workers when converted to classified.

Next Steps:

- Contract meetings in all locals.
- Membership vote on TA is open Sept. 8-17. New members must join by 11:59 p.m. on Sept. 2.
- Contract is sent to legislative Subcommittee on Employee Relations. SER has 30-days to vote on it; if approved or there is no vote, the contract goes into interim effect.
- Contract requires full Legislative approval in 2022.

More information available at www.mape.org.