



August 27, 2021

Dear Friends:

MAPE recently reached a contract tentative agreement (TA) with Minnesota Management and Budget. The 2021-2023 contract agreement reflects the tireless work of our bargaining team, substantial engagement from our membership and extraordinary services MAPE members provide every day.

This tentative agreement reflects ideas from a record number of members who worked to shape our contract proposals. More than 7,500 members participated in our negotiations survey, more than 1,000 participated in first-ever virtual contract actions and meetings with Gov. Walz, and nearly 1,000 rallied in support of the contract at the Capitol last month.

Together, we fought to make improvements to our working conditions, healthcare and compensation. We secured major victories for our members including **strong wage increases**, added **significant benefits to our health insurance**, added **Juneteenth as a holiday**, secured an increase to employer contribution to **deferred compensation** and more.

### **Core Economics**

- Cost of Living Adjustment is 2.5% in FY2022 and 2.5% in FY2023.
- No increase to our share of healthcare premiums, though the overall cost of premiums currently set by the Commissioner will go up by 3% for both the State and members.

### **Healthcare**

- No major changes in out-of-pocket costs.
- Open Enrollment for Dental Care in 2023.
- 3-D mammograms as standard care.

The TA also reflects other issues members declared were important: a more equitable and just state and workplace, telework and making the use of temporary unclassified employees more transparent and fair. There is a summary, Q&A, wage calculator and much more information online at [www.mape.org](http://www.mape.org).

Both MAPE's Negotiations Committee and Board of Directors unanimously approved the TA and urge members to ratify it. Negotiations representatives are now holding informational meetings in their regions, so please bring your questions to these meetings! **Electronic voting on the tentative agreement will begin Sept. 8 and continue through 11:59 p.m. on Sept. 17.**

Only members may vote on the TA so **encourage your colleagues to join MAPE** and make their voices heard. The MAPE office must receive membership applications by 11:59 p.m. on Sept. 2 to vote. You may join online at [www.mape.org/join-mape](http://www.mape.org/join-mape).

Once the contract is ratified, it will be sent to the Legislative Subcommittee on Employee Relations (SER). SER has 30 days to vote on it; if approved or there is no vote, the contract goes into interim effect. The Legislature must approve the contract next year.

Our work isn't done yet. We're stronger together and when we fight, we win! If we continue to stick together, we can persuade legislators to pass our contract and hold off harsh cuts to our agencies and programs that hurt our workers, our families and our communities.

In solidarity,

Carolyn M. J. Murphy, Co-Chair  
Negotiations Committee

Adam Novotny, Co-Chair  
Negotiations Committee