

MEMORANDUM OF UNDERSTANDING
BETWEEN
MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES
AND THE
STATE OF MINNESOTA, MINNESOTA MANAGEMENT & BUDGET

This Memorandum of Understanding ("MOU") is made and entered into this 21 day of March, 2017 by and between the State of Minnesota, Minnesota Management & Budget (hereinafter "Employer") and the Minnesota Association of Professional Employees (hereinafter "the Association" or "MAPE").

WHEREAS, the Employer is committed to ensuring a diverse workforce and recognizing the value and contributions of individuals with disabilities;

WHEREAS, as part of its commitment, the Employer has initiated the Connect 700 Program (hereinafter "C700") to provide eligible individuals with disabilities seeking employment in state government an alternative, non-competitive selection process to demonstrate their abilities through an on-the-job trial work experience; and

WHEREAS, C700 employees present a distinctive employment circumstance not specifically contemplated in the parties' collective bargaining agreement;

WHEREAS, the Employer would like to treat C700 employees who were current, permanent, classified state employees at the time of their C700 appointment the same as they would have been treated in their permanent classified appointment for purposes of sick leave, vacation leave and holiday pay;

NOW THEREFORE, the parties hereto, acting through their respective agents, do hereby agree to modify the following provisions of the Labor Agreement between the Employer and the Association ("Agreement"), as follows:

Article 10 – Vacation Leave. Section 1. General Conditions. A. Eligibility

All employees except intermittent employees, emergency employees, and temporary employees shall be eligible employees for the purpose of this Article. However, intermittent employees shall become eligible employees for the purposes of this Article after completion of sixty-seven (67) working days in any twelve (12) month period. Temporary unclassified employees appointed for periods longer than six (6) months shall be considered eligible for purposes of this Article. Eligible employees appointed to emergency or temporary status from a layoff status shall continue to be eligible to accrue vacation leave. Employees participating in the Connect 700 Program will be eligible for purposes of this Article if they were current, permanent, classified state employees eligible for vacation leave at the time of their Connect 700 appointment.

Article 11 – Holidays. Section 1. Eligibility

All employees in the bargaining unit covered by this Agreement except intermittent, emergency and temporary employees, shall be eligible for purposes of this Article. Temporary unclassified employees appointed for periods longer than six (6) months shall

be considered eligible for purposes of this Article. Eligible employees appointed to emergency or temporary status from layoff status shall continue to be eligible for purposes of this Article. Employees participating in the Connect 700 Program will be eligible for purposes of this Article if they were current, permanent, classified state employees eligible for holiday pay at the time of their Connect 700 appointment.

Article 12 – Sick Leave. Section 1. Sick Leave Accumulation

Employees, except for emergency, temporary, and intermittent employees shall accrue sick leave at the rate of four (4) hours per pay period of continuous employment beginning with their date of eligibility. Intermittent employees shall become eligible for sick leave after completion of sixty-seven (67) working days in any twelve (12) month period. Temporary unclassified employees appointed for periods longer than six (6) months shall be considered eligible for purposes of this Article. Eligible employees appointed to emergency or temporary status from layoff status shall continue to be eligible to accrue and use sick leave. Employees participating in the Connect 700 Program will be eligible for purposes of this Article if they were current, permanent, classified state employees eligible for sick leave at the time of their Connect 700 appointment.

Employees on a military leave under Article 14 shall earn and accrue sick leave as though actually employed, pursuant to Minn. Stat. 192.26.

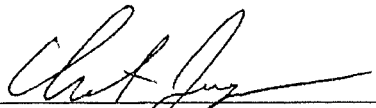
An employee who transfers or is transferred to another Appointing Authority without an interruption of service shall carry forward accrued and unused sick leave.

An eligible employee who moves to a MAPE position without a break in service from any other position in any branch of Minnesota State government shall have his/her accumulated sick leave balance transferred.

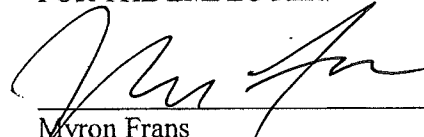
Employees being paid for less than a full eighty (80) hour pay period shall have sick leave accruals pro-rated in accord with Appendix C.

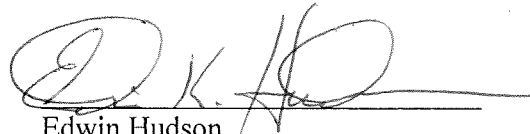
This MOU constitutes the complete agreement between the parties and supersedes any and all prior agreements or understandings pertaining to the subject matter herein. No other agreement shall be binding unless signed by the parties.

FOR THE ASSOCIATION:

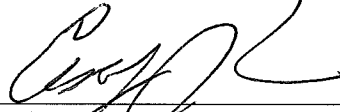

Chet Jorgenson
Statewide President
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FOR THE EMPLOYER:


Myron Frans
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