

MGEC Bargaining Proposals – SUMMARY SHEET

July 18th 2023

Proposals 1-4: Technical proposals that update of the dates throughout the agreement and appendices.

Proposal 5: Article 1, Recognition

Consistent with recent amendments to the Public Employment Labor Relations Act (PELRA), allow MGEC access to New Employee Orientation.

Proposal 6: Article 4, Council and Employee Rights

Consistent with recent amendments to PELRA, ensure that employee information is transmitted to MGEC for new employees and on an on-going basis as required by law.

Proposal 7: Article 5: No Strike or Lockout

Stike “promote or support” strike activity. These are vague terms that are unenforceable and potentially violate members’ right to free expression.

Proposal 8: Article 6, Hours of Work and Overtime

Include benefitted time – vacation, floating holidays, sick leave, compensatory time off, or leaves of absence - for overtime calculations. Some employees are currently being denied compensation for hours worked when the pay period includes a holiday, sick leave, vacation leave or compensatory time, while others are not. Such a disincentivizing calculation of overtime happens to their hours exactly when they have the highest workload, causing disruptions not just to the employee but also their work.

Proposal 9: Article 6, Hours of Work and Overtime

Increase shift differential for Radio Engineers from \$1.65 to \$2.25. This achieves parity with AFSCME for the same differential.

Proposal 10: Article 6, Hours of Work and Overtime

Increase Comp Time bank to 200 hours. Achieves parity with AFSCME. Off sets need for MOUs for those with heavy than usual workloads.

Proposal 11: Article 6, Hours of Work and Overtime

Increase the provision for the conversion of comp time to deferred compensation from 40 to 150 hours. Achieves parity with AFSCME.

Proposal 12: Article 6, Hours of Work and Overtime

Changes On-Call pay to the equivalent of 15 minutes of straight-time pay for each hour of on-call status. This achieves parity with AFSCME for the same on-call status.

Proposal 13, Article 6, Hours of Work and Overtime

Provides for a much-needed greater degree of flexibility for employees to balance work and life events through the mutual agreement between the employer, the Council, and the employee.

Proposal 14, Article 8, Vacation Leave

*Consistent with the workforce's greater desire for work/life balance, allow for more job experience (more than only the previous employer) in the calculation of vacation accrual service credit at the time of employment.

*Raise the cap on vacation hours from 275 to 280 hours. If a reduction occurs, pay the leave to be reduced to the employee's Health Care Savings Plan.

Proposal 15, Article 8, Vacation Leave

Raise the amount of hours available to transfer into Health Care Saving Plan from 260 to 280.

And if hours are reduced, those hours are to be paid to the employee's HCSP.

Allow for the cash-out of up to 50 vacation hours to be paid to HCSP or Deferred Compensation.

Proposal 16, Article 9, Sick Leave

Add domestic partner and household members to list of employees' relationships eligible for the use of sick time. Also bring CBA language into compliance with eligible uses of sick leave under Minnesota State 181.9413. Bargaining unit members shouldn't have worse sick leave eligibility than under MN law.

Proposal 17, Leaves of Absence

Allow for the use of Paid Parental Leave in 1-hour increments.

Proposal 18, Leaves of Absence

Allow employees called to State Active Duty to continue to accrue benefitted times and be paid holidays, retirement contributions, and insurance benefits as if they were in work status.

Proposal 19, Section 2, Lateral Job Posting

Clarifies the intent of previous revisions to ensure that lateral opportunities are presented to employees and honored by the employer and in no way diminishes lateral rights. Allows employees to continue to still be considered in the event of vacation or other unexpected leave.

Proposal 20, Vacancies, Reclassifications, Filling of Positions

Housekeeping; fix typo in paragraph numbering

Proposal 21, Vacancies, Reclassifications, Filling of Positions

Puts the State on notice to terminate any potential past practice the employer might claim that limits the lateral transfer right to be considered first in the list of layoffs, job claiming, and other similar movements.

Proposal 22, Vacancies, Reclassifications, Filling of Positions

Employees who attain PE license will be promoted to senior level classification no later than 30 days after licensure.

Proposal 23, Article 17, Wages

The top step of the salary range must be equal to or greater than the top range for a similar position at the comparable employers typically recognized by interest arbitrators. Examples include the Cities of Minneapolis and St Paul, Hennepin and Ramsey Counties, and the Metropolitan Council.

Proposal 24, Article 17, Wages

Wage adjustment of 10% for first year of labor agreement.

Proposal 25, Article 17, Wages

Wage adjustment of 10% for the second year of the labor agreement.

Proposal 26, Article 17, Wages, Section 7. Supervisor Pay Differential

Pay any bargaining unit employee who supervises any employee a premium of \$60 for each pay period where they assigned to provide supervision. Continue to provide Supervisor Pay Differential to those who are currently receiving it until they are at the top step of their ranges; the intent is no one moves backwards.

Proposal 27: Article 17, Wages, Section, Salary Upon Reinstatement or Reemployment

Allow the employer to rehire an employee higher than the pay step there were at upon separation. This may account for the growth in experience the employee had while working elsewhere.

Proposal 28: Wages 18, Government Shutdown

Codify recent PELRA amendments into the CBA that ensure that employees will have economic consistency in the event of a government shutdown, something out of their control. Includes regular salary, any holidays in the shutdown period, and any other benefit they would have received as though they worked.

Proposal 29, New Section, Retention Incentive

- A. Create a retention premium ranging from an additional:
- \$.25 per hour at the 10th year of service;
 - \$.50 per hour at the 15th year of service;
 - \$.60 per hour at the 20th year of service;
 - \$.75 per hour at the 25th year of service
- B. Must be continuously employed to be eligible for the 10th and 15th years, with exceptions for leaves absence and military service.

Proposal 30: Article 19, Expense Allowances

Require that all mileage be paid irrespective of the point of origin to reflect the realities of telecommuting.

Proposal 31: Article 19, Expense Allowances, Commercial Transportation

Shields employees for travel expenses that are changed due to circumstances outside of their control such as illness, weather, pandemic, natural disasters, or event cancellations.

Proposal 32: Article 19, Expense Allowances, Meal Allowances

Adds eligibility for travel from an approved telework location for meal reimbursement and removes “assigned to be” in travel status to recognize the flexibility required by employees to respond to situations in the field. Also strike the 35-mile requirement for lunch reimbursement. Also removes “is required to” remain in travel status after 7 pm.

Raise breakfast and lunch reimbursements by \$2 and dinner by \$3 as follows:

- Breakfast: ~~\$11.00~~ ~~\$9.00~~
- Lunch: ~~\$13.00~~ ~~\$11.00~~
- Dinner: ~~\$19.00~~ ~~\$16.00~~

Raise “high cost” localities as defined by the IRS by \$1 for breakfast, \$2 for lunch, and \$3 for dinner.

- Breakfast: ~~\$12.00~~ ~~\$11.00~~
- Lunch: ~~\$15.00~~ ~~\$13.00~~
- Dinner: ~~\$23.00~~ ~~\$20.00~~

Proposal 33: Article 21, Salary Savings Leave

Add employees called to State Active Duty in response to a declared disaster or emergency for the purposes of vacation and sick leave accrual, paid holidays, and insurance benefits⁴

Proposal 34: Appendix E – Glossary

Add definition of “travel status” to include away from approved teleworking or permanent worksites while doing business for the employer.

Proposal 35: Range Reassignments

Put the range reassignments addressed in the letter of July 29, 2022 in the contract.

Proposal 36: Equity Adjustments

Eliminate pilot status. Grant the agencies the authority to make the adjustments. Allow them to be grievable.

Proposal 37: Student Loan Reimbursement

Eliminate pilot status. Employees are deeply frustrated that this has not come to be despite the passage of multiple contracts and the failure of federal loan cancellation.