

**Middle Management Association
And
The State of Minnesota**

Summary of the Tentative Agreement for the
July 1, 2019-June 30, 2021
Contract

1. Wages

- a. 2.25% July 1, 2019
- b. 2.5% July 1, 2020
- c. Progression steps both years

2. Insurance

- a. Health Insurance
 - i. No change in the % of Employer contribution
 - ii. Premium Increase of 8% for Health Insurance 2020
 - iii. Changes to the Health Insurance plan Design (see attached).
- b. Dental insurance
 - i. Employee Premiums will not increase for 2020. Family premiums will rise from \$52.52/month to \$54.18. Primarily for the additional benefits from the last round.
 - ii. Starting Jan. 1, 2020:
 - 1. Eliminate the waiting period to fix a tooth that has already been repaired.
 - 2. Preventative services no longer apply to the \$2,000 annual cap.
 - 3. Increased orthodontia benefit to \$3000.
- c. Ability to buy AD&D increased to coverage from \$100,000 to \$200,000.
- d. Dependent Children will be added to the Diabetes program in 2020.
- e. Add optional vision insurance, estimated to be available in 2021.
- f. The health assessment benefit will be expanded with additional options to qualify and the benefit will be changed slightly to offer a \$70 first dollar deductible for the employee (currently it is a 5\$ co-pay reduction).

3. Deferred Compensation

- a. Deferred Compensation Match was *increased* from \$325/year to \$400/year.
- b. REMINDER that this benefit MUST be re-enrolled in each year to receive and those at the top of their range may instead enroll in the vacation conversion benefit.

4. Vacation on Separation

- a. The amount of Vacation payout on separation is *increased* from 260 to match the annual Vacation Cap of 275.

5. On Call
 - a. Daily stipend for those who are assigned on call duty is *increased* from \$50 to \$60 (with a new cap of \$420 per week).

6. Shift differential
 - a. The shift differential stipend will *increase* from \$.65/hr to \$1.65/hour.
 - b. The time covered will *increase* an additional hour from 6pm to 6am
 - c. *Eligibility for the shift differential stipend will change* from when a shift starts/ends to hours worked during the time period. So supervisors may be eligible for the differential for some hours of their shift, but not all.

7. Compensatory Time
 - a. *Increased* Comp time Bank for Supervisors who are progression Code 1 and in grades 19 and above from 40 hours to 80 hours.

8. Membership Dues
 - a. The amount that the state will reimburse Supervisors for Membership dues *increased* from \$250 to \$350.

9. Achievement Awards
 - a. *Added* Team Achievement awards: An Agency may now award supervisors a team achievement award of up to \$1,000. This agreement will sunset at the end of the new Contract.
 - b. The State will send out a letter informing agencies about the new team achievement awards and reminding them that the MMA individual achievement awards are either \$1,600 or a step.

10. Tuition Reimbursement
 - a. NEW-An Agency may approve this benefit on an individual basis
 - b. Up to \$5,000/year with a total cap of \$25,000.
 - c. Only for future student loan payments
 - d. Employees must have been employed at the state for at least 18 months and remain employed with the State for another 12 months after receiving it.
 - e. This agreement sunsets at the end of the new Contract.

11. Equity Adjustments
 - a. NEW-At Agency request, MMB may make equity adjustments to advance supervisors within a range or provide a lump sum of \$2,500 for satisfactory employees who are at the top of their range, to maintain internal inequity. This agreement sunsets at the end of the new Contract.

12. Recruitment/Referral Incentive

- a. NEW-For positions deemed “hard to fill” by MMB, an Agency may offer a hiring incentive to new employees of up to \$5,000 half paid after probation is completed and the other half after two years of service in the position.
- b. NEW-For positions deemed “hard to fill” by MMB, an Agency may offer a referral incentive of up to \$1,000 for state employees who refer a new candidate for the position, if the candidate is successful. The payment will be applied if the supervisor is employed with the state when the candidate completes their probationary period.
- c. Both of these benefits sunset at the end of the new Contract.

13. Miscellaneous- Main Contract

- a. \$3/day phone reimbursement for travel is *eliminated*
- b. The RNAS/RNS tuition MOU will be re-signed.
- c. The phased retirement MOU will be re-signed (with a change of up to 6 months and will apply to all departments).
- d. NEW-Injury on Duty leave was added to offer paid time of up to 4 hours (immediately after scheduled shift) for medical treatment of an injury that occurs from the aggressive or intentional actions of a person or while taking into custody such a person during work time.
- e. Severance pay language was changed to delete the reference to 65 years.
- f. Language in the Contract was changed to be gender neutral.
- g. Various housekeeping and updating changes, in the main Contract and in the supplementals, including removing the monthly amounts from the wage schedule.
- h. *Added* language that allows the union to communicate with members via email
- i. *Added* “Supervisors may be asked by their supervisor to provide notice when balancing their hours” to the Contract.

14. Supplementals

a. **Department of Human Services**

- i. NEW Hostage leave- allows Supervisors who are disabled as the result of a life-threatening hostage incident, to receive injury on duty pay for mental illness without demonstrating physical injury, up to 300 hours.
- ii. *Increase* in the Officer-of-the-Day pay from \$1.75/hr to \$2.00/hr.
- iii. Renewed and removed the sunset for DCT Hiring and Retention Incentives.
 1. *All DCT supervisory classifications* covered by the MMA Master Agreement are eligible for the hiring and retention incentives.
 2. Renewed and removed the sunset for Student Loan Payment Reimbursement.
 3. Removed the 15 year limitation for student loan debt to be incurred.

- iv. Changes to the seniority units.
 - 1. Add Ah-Gwah-Ching to DCT Brainerd Region (including SOCS)
 - 2. Combine St. Peter Regional Treatment Center and St. Peter Security Hospital.
 - 3. Updated names of several of the seniority units
- b. Department of Corrections**
 - i. NEW-Hostage leave- allows Supervisors who are disabled as the result of a life-threatening hostage incident, to receive injury on duty pay for mental illness without demonstrating physical injury, up to 300 hours.
 - ii. *Increase* in the Institution on-call amount from 10 hours/week to 14/week.
- c. Public Safety**
 - i. NEW 1.5x wages for CVI supervisors assigned on federal programs
 - ii. NEW 1.5x wages for RCs for scheduled supervisory time worked on holidays.
 - iii. For Special Agents in Charge and Assistant Special Agents in Charge
 - 1. Add availability pay to Contract
 - 2. Clothing allowance of \$550 per fiscal year
 - 3. Compensatory bank may be increased at the discretion of the Appointing Authority with a 40 hour minimum
 - 4. Add Assistant Special Agents in charge to State Patrol Retirement Fund.
- d. Minnesota State**
 - i. “Educational Leave: Leave with pay may be granted to a supervisor for educational purposes at the discretion of the Appointing Authority.”
 - ii. Clarified that an unclassified employee on unpaid leave is entitled to return to a vacant position in their same seniority unit at the conclusion of their leave of absence.
- e. Military Affairs**
 - i. Added Camp Ripley Assistant Chiefs to the overtime benefit described in the Supplemental.
- f. Minnesota Academies**
 - i. Re-defined the after-hours benefit to any time a phone call is received “outside of scheduled normal work hours” (instead of specified hours).
- g. Department of Transportation**
 - i. NEW benefit for Metro District Maintenance Supervisors working night shifts for more than 3 months which start between 7pm-11pm, for hours worked between the hours of 7pm-5:30am of \$2/hour. This benefit becomes effective after the Contract is approved by the legislature (so no retro) and will sunset at the end of the new Contract.
- h. Department of Natural Resources**
 - i. The overtime rate cap for out-of-state firefighting was increased to \$58.13.

- ii. The parties agreed to a meet and confer for the Operational Order regarding the distribution of annual uniform allotments.

i. Inequities

- i. Additional wage grades for MNIT were added.
- ii. The Laboratory Services Supervisor classification will be studied within the next year to determine whether the wage grade should change.
- iii. The Radio Communication Supervisor range will be increased.

Please take note, the following changes are exclusive to the MMA supervisors in the 2019-2021 contract.

Item 3 (Deferred Comp)

Item 4 (Vacation upon separation)

Item 5 (On-Call)

Item 6 (Shift Differential)

Item 7 (Comp Time)