

SUMMARY OF CHANGES – APPROVED BY BOARD 12/14/21, 2/10/22, 3/22/22, 5/3/22, 6/7/22

***Effective dates vary, please read carefully.**

CHANGES THAT APPLY FOR ALL NON-UNION EMPLOYEES – EFFECTIVE 1/2/2022

1. Wages:

	<u>1/2/2022</u>	<u>1/1/2023</u>	<u>12/31/2023</u>
▪ General Salary Adjustments (GSA)	2.5	2.5%	2.5%
▪ Minimum progression through range	3.0%	3.0%	3.0%

- Employees must be employed on the date of the General Salary Adjustment (GSA) to receive the adjustment.
- Employees must be below the maximum of their salary range and rated “valued” or above on their performance review to receive progression.
- The GSA will also be applied to the min and max of each job class each year.

2. Recognition Pay: \$500 one-time cash payment to all non-union employees employed on 1/2/2022.

3. Market Adjustments based on pay equity and/or market concerns for over 45 non-union job classes, effective the last pay period of 2021 for pay-equity-related adjustments; and 1/2/2022 for market-related adjustments. Departments and employees impacted by these adjustments will be contacted by their HR Business Partner. The financial benefit of these market adjustments will be felt by employees at or near the maximum of their current job class who, assuming valued or better performance rating, will now be eligible for a portion (if not the full) minimum 3% progression increase in addition to the GSA.

4. Paid Time Off enhancement for non-union employees, effective 1/1/2023. Any non-union employees in PTO Schedule 1 will move to PTO Schedule 2 on 1/1/23. This will provide Schedule 1 employees with an additional 2 days of PTO/year.

CHANGES THAT APPLY FOR ALL COUNTY EMPLOYEES – EFFECTIVE 1/2/2022, REGARDLESS OF UNION RATIFICATION

5. Progression increases continue for all eligible employees at a minimum of 3% for those employees not at the top of their range and who receive at least a “valued” rating on their performance review, regardless of ratification status.

6. \$500 one-time payment for new hires into remote and hybrid jobs for purpose of securing adequate internet connectivity. Must be hired into a remote/hybrid job for the first time 1/2/22-12/31/24. New hire will receive the payment after the first six months of employment have been completed.

7. Paid Parental Leave increases from 3 weeks to 6 weeks

8. Bereavement Leave – employees may use their entire 48 hour/payroll year allotment for one instance

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9. **Vacation/PTO Cashout improvement.** Effective beginning with the Fall 2022 Open Enrollment process and, if authorized by the County Administrator, all employees will be able to elect cash out up to 50 hours of vacation/PTO paid out in 2023. (Up from 40 hours).
10. **Transit subsidy for MetroPass and GoTo cards increases from 50% to 70%** for all employees.

CHANGES THAT APPLY TO ALL 7 AFSCME BARGAINING UNITS, LOCAL 49, THE SW UNIT SUPERVISORS, and MNPEA

Unless otherwise noted, these changes apply to the seven AFSCME contracts, to Local 49, to the Social Work Unit Supervisors, and to MNPEA, **effective dates vary:**

- Local 2938 Legal (EE)
- Local 552 Probation and Parole (II)
- Local 1719 Adult Corrections (RR)
- Local 2938 Essential (WW)
- Local 2864 Professional (YY)
- Local 34 Social Services (FF)
- Local 2822 Clerical (NN)
- Local 49 (DD)
- Social Work Unit Supervisors (MM)
- MNPEA (VV)

11. **Duration:** 3 years, 1/1/22 – 12/31/24

12. **Wages:** **1/2/22 effective date wage increases only apply to ratified contracts DD, EE, II, MM, RR, VV, WW, YY.**

	<u>1/2/2022</u>	<u>1/1/2023</u>	<u>12/31/2023</u>
▪ General Salary Adjustments (GSA)	2.5%	2.5%	2.5%
▪ Minimum progression through range	3.0%	3.0%	3.0%

(Progression at 3% continues for everyone eligible, regardless of ratification).

- Employees must be employed on the date of the General Salary Adjustment (GSA) to receive the adjustment.
- Employees must be below the maximum of their salary range and rated “valued” or above on their performance review to receive progression.
- The GSA will also be applied to the min and max of each job class each year.

Wages: **2/13/22 effective date wage increases only apply to ratified contracts FF, NN**

	<u>2/13/22</u>	<u>1/1/2023</u>	<u>12/31/2023</u>
▪ General Salary Adjustments (GSA)	2.5%	2.5%	2.5%
▪ Minimum progression through range	3.0%	3.0%	3.0%

(Progression at 3% continues for everyone eligible, regardless of ratification).

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- Employees must be employed on the date of the General Salary Adjustment (GSA) to receive the adjustment.
- Employees must be below the maximum of their salary range and rated “valued” or above on their performance review to receive progression.
- The GSA will also be applied to the min and max of each job class each year.
- On 2/13/22, market adjustments for the identified Local 34 (FF) and Local 2822 (NN) job classes will be made to the 2021 rates followed by the 2.5% GSA.
- After the 2/13/22 market adjustment and GSA are applied, any annual performance review with a rating of “valued” or above and a performance review date from Sunday 12/19/21 through Saturday 2/12/22 will be adjusted with a 3% minimum progression (effective 2/13/22) unless it would put the employee above the new 2022 max rate for their classification. Effective date of the progression increase will be 2/13/22 after the 2022 market adjustment and 2.5% GSA are applied. NOTE: For employees in job classes that are not receiving a 2022 market adjustment, there is no change related to their performance review.

13. **Recognition Pay:** \$500 one-time cash payment to all AFSCME-represented employees, Local 49, the **Social Work Unit Supervisors, and MNPEA** who are employed on 1/2/2022 and have a ratified contract for 2022-2024.

14. **Market Adjustments based on pay equity and/or market concerns for 13 AFSCME job classes, the Social Work Unit Supervisor (SWUS) job class, and MNPEA** effective 1/2/2022, just prior to the application of the GSA. The financial benefit of these pay-equity and/or market adjustments will be felt within the first year of the contract by employees at or near the maximum of their current job class who, assuming valued or better performance rating, will now be eligible for a portion (if not the full) minimum 3% progression increase in addition to the GSA.

LOCAL 552 CLASSES receiving a market adjustment 1/2/22:

FME, Associate

FME

Probation Officer

Probation Officer, Senior

Probation Officer, Career

LOCAL 1719 CLASSES receiving a market adjustment 1/2/22:

Corrections Officer

Corrections Officer Senior

LOCAL 2864 CLASSES receiving a market adjustment 1/2/22

Adult Education Instructor

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Lab Assistant

Librarian

Medical Lab Technician Specialist

SO Detention Tech

Vocational Counselor

SOCIAL WORK UNIT SUPERVISOR class receiving a market adjustment 1/2/22

Social Work Unit Supervisor

LOCAL 34 CLASSES receiving a market adjustment (or an adjustment to the 2021 minimum rate of \$20/hour), 2/13/22

Case Management Assistant

Chemical Health Counselor

Child Support Officer

Child Support Officer, Senior

Child Support Officer, Principal

Community Health Specialist

Community Health Worker

Community Health Worker, Senior

Dental Assistant

Dental Hygienist

Health Care Quality Improvement Specialist

Human Services Rep

Human Services Rep, Senior

Interpreter

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Medical Assistant

Nurse, LPN

Nurse, Public Health

Records Information Specialist

Social Worker

Social Worker, Senior

Social Worker, Child Protection

Social Worker, Psych

Social Worker, Psych Senior

Sterile Processing Tech

WOC Public Health Assistant

LOCAL 2822 CLASSES receiving a market adjustment (or an adjustment to the 2021 minimum rate of \$20/hour), 2/13/22

Accounting Specialist

Clerk

Credit Collections Rep

HH Services Rep

Legal Secretary

Librarian, Associate

OS1

OS2

OS3

OS, Principal

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PPO, Senior

PPO, Principal

Public Safety Records Clerk

Public Service Assistant

REATS 1

REATS 2

REATS 3

Service Center Rep

Service Center Rep, Senior

Sheriff's Records Coordinator

MNPEA CLASS receiving a market adjustment 1/2/22:

Sheriff's Detention Deputy

15. Paid Time Off Enhancements, effective 1/1/2023. All AFSCME units, Local 49, SW Unit Supervisors, and MNPEA

- a. No change for employees hired prior 1/1/2023 who wish to remain in vacation/sick; and/or who may want to convert to PTO sometime in the future.
- b. 1/1/2023, all employees in ratified contracts who are in PTO Schedule 1 will move to PTO Schedule 2 which provides an additional 2 days of PTO annually for all employees currently in PTO Schedule 1.
- c. All new hires (and transfers into the bargaining unit) beginning 1/1/2023 or later will participate in the PTO program (eliminating vacation/sick as a choice for new hires/transfers into the unit). For MNPEA employees, new hires after 7/7/2019 participate in the PTO program, eliminating the choice.
- d. Language changes in the PTO and severance articles to provide greater clarity.

16. Medical Plans – All bargaining units

- a. **Continuation of the Labor Management Health Care Committee (LMHCC) consensus process** for plan design and total premium
- b. **Commitment not to explore Premium Holidays for 2022 and 2023.**

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17. **Miscellaneous Contract language changes**, effective 1/2/2022 unless otherwise indicated

- a. **“Loser pays” language** requiring the party that loses an arbitration to pay the full cost of the arbitration. This is common language to help both parties prioritize cases and protect departmental budgets. [All AFSCME units and Local 49].
- b. **Juneteenth and Holiday Leave Day with Pay/ Christmas Eve language added to the contracts.** (No change from what was implemented in June 2021)
- c. **Sick Leave language - “mental health status”** added to the language. No change in current practice to allow sick leave for mental health/illness. [All AFSCME units, Local 49. SW Unit Supervisors, and MNPEA]
- d. **Benefits added to the “go as the county goes” list of benefits in the labor contract**, meaning these are benefits that the county commits to providing on the same basis to all employees, regardless of union status. Any changes made to these benefits apply countywide. No change in practice.
 - i. Paid Parental Leave
 - ii. Indemnification
 - iii. Vacation donation
 - iv. 100% mental health coverage
 - v. Vacation/PTO cash out program
 - vi. \$500 internet connectivity program for newly hired remote/hybrid workers 1/2/2022-12/31/2024
- e. **New Employee Academy** – added language confirming that the union orientation occurs at the same link when NEA is hosted virtually. [All AFSCME units]
- f. **Change to gender inclusive language throughout the contracts.** [All AFSCME units, Local 49, SW Unit Supervisors, and MNPEA]

18. **Foreign Language Stipend** -- replaced the term “foreign language” with “multi-lingual”. All AFSCME units

19. **Safety Committee changes.** Each AFSCME Local will now be able to have one representative on the Countywide Safety Committee (prior language allowed for just one Council #5 representative). Upon request to the Labor Relations Department, the Employer shall provide a list of all existing health and safety related and emergency planning committees to the Union on an annual basis. [All AFSCME units]

20. **All AFSCME units, new Letters in the back of the ratified contracts providing the clarity on the following:**

- a. Selection process: the 2X/year ability to use regular time for a selection process is interpreted as allowing for two full selection processes (regardless of how many interviews may be involved in any one process). Also encouraging hiring supervisors and the applicant’s supervisor to cooperate on scheduling when possible.
- b. Court/Jury Duty leave clarification.
- c. Discipline should generally not be reference in employee performance evaluations. Supervisors are encouraged to reference behaviors rather than specific levels of discipline.

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21. **Past practice officially ended, 12/31/21. All AFSCME unit, Local 49, SW Unit Supervisors, and MNPEA**
a. **Retiree run out for retirees ends 12/31/21.**

The following changes are only applicable to specific contracts, as marked:

LOCAL 552 – PROBATION (II)

22. **Family Mediator and Evaluator job classes added to the contract.**
23. **The current MOU on shift bidding at the AFS (Adult Field Services) and CCR will be added to the contract.**
24. **Agreement to discuss the following at Meet and Confer:**
- Drug Court case load
 - Car available status
 - Weapons screening

LOCAL 2864 – PROFESSIONAL (YY)

25. **Holiday Cash Out changes from a full cash out to the county standard, beginning in October 2022.** This change reflects the ending of the past practice of requiring a full holiday cash out and puts this bargaining unit into the uniform county program which cashes holidays down to 24 hours in October of each year.
26. **Lab Assistants in the Test Lab at DOCCR added to the uniform allowance program.**
27. **Letter added to the back of the contract regarding vacation requests in the ME Office**

LOCAL 1719 – ADULT CORRECTIONS

28. **Clarified that employees who are on leave of absence are exempt from overtime.**

LOCAL 2938– LEGAL UNIT, ESSENTIAL UNIT

29. **Updated representation language and ensured that Essential Unit was not missing language from other contracts.**

LOCAL 2822– CLERICAL UNIT

30. **Associate Librarian In-Charge Pay qualification lowered from 2 hours to 1 hour, effective 2/13/22.**

31. **S1 review schedule is sunsetted for the OS1 and OS2 classes.** Any remaining employees in that schedule are grandfathered to that schedule.

LOCAL 34 – SOCIAL SERVICES UNIT

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- 32. **Holiday Cash Out changes from a full cash out to the county standard, beginning in October 2022.** This change reflects the ending of the past practice of requiring a full holiday cash out and puts this bargaining unit into the uniform county program which cashes holidays down to 24 hours in October of each year.
- 33. **CMAs at Northpoint added to the uniform allowance at Northpoint**

LOCAL 49 – OPERATING ENGINEERS

- 34. **Boot voucher increased to a maximum of \$225**
- 35. **Tool allowance increased to a maximum of \$700/year**
- 36. **Discontinuation of Secondary job classification in favor of a differential system as shown below:**

Regular Job Class:	Working as:	Differential:		
		2022	2023	2024
Equip Mechanic, Journeyman	Welder	.49	.50	.52
Equip Mechanic, Junior	Equip Mechanic, Journeyman	3.56	3.65	3.74
Equip Service Worker	Equip Mechanic, Junior	3.03	3.11	3.19
Recycling Center Operator	Heavy Equipment Operator	10.26	10.52	10.78
Highway Maintenance Operator	Heavy Equipment Operator	2.68	2.74	2.81
Highway Maintenance Operator	Sr. Sign Worker	2.68	2.74	2.81

Differentials in this section will increase by the agreed upon General Salary Adjustment per year during the duration of the contract (2022 – 2024).

- 37. **Heavy Equipment Operator, Welder, and Senior Traffic Signworker are now single rate job classifications at the max.**
- 38. **Fall protection differential expanded to include working in an aerial truck.**
- 39. **Leadworker differential now paid for the entire shift if work is performed for four (4) hours during an eight (8) hour shift or five (5) hours during a ten (10) hour shift.**
- 40. **Agreement to hold a meet and confer during 2022 regarding clothing allowances and a Recycling Center Operator job study with a Brooklyn Park Transfer Station site visit.**
- 41. **Driver and bucket operator of snooper truck receive premium pay at the HMO to HEO rate.**

SOCIAL WORK UNIT SUPERVISORS (MM)

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42. Added a new MNCHOICES (LTSS) Differential of \$0.50 cent/hour for regular hours worked by SWUS members who supervise MNCHOICES Assessment work full-time (or part-time for part-time supervisors)
43. Reduced comp time cap for this unit from sixty(60) hours to forty (40) hours. Employees who reach these compensatory time caps will have additional hours automatically cashed out.
44. Incorporated existing MOU regarding COPE On-call premium into the body of the Agreement.

MNPEA (VV)

45. Increase in clothing allowance for detention deputies, increasing from \$525 to \$600 annually in \$25 increments (paid on a monthly remittance schedule).
46. Minor change in shift bidding for telecommunicators

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