



## Summary of Tentative Agreements & Last Best Final Offer for the MSUAASF Collective Bargaining Unit Agreement 2023-2025

### Economics

#### OVERALL SETTLEMENT

- ✓ All members will see an average total **10.6%** increase across the biennium (COLA each year + 2 steps)
- ✓ Members who qualify for the 5-year career step will see an average total **13.65%** increase (COLA each year + 2 steps + career step)
- ✓ Members who qualify for the 5-year career step and the updated 15-year career step will see an average total **16.70%** increase (COLA + 2 steps + 2 career steps)
- ✓ For those who are still under \$46,800 after all COLA and step increases in FY24-25, those ASF Members will then be moved to the step closest to \$46,800 in the second full pay period of FY25

#### FY2024 (Academic Year 2023-2024)

- ✓ **All ASF Members will see an average 5.3% increase in FY24.**
- ✓ **ASF Members who qualify for the NEW 5-year career step will see an average 8.35% increase in FY24.**
  - 413 ASF Members will receive the 5-year career step in FY24
  - 59 ASF Members will receive the 5-year career step in FY25
- Add five (5) steps of 3.05% each to the top of the salary schedule in each salary range (an increase from 20 to 25 steps)
- 2.25% Cost of Living Adjustment (COLA) effective 7/1/23
- One Step (average 3.05%) effective 7/1/23 for returning ASF Members
- Add one career step (average 3.05%) after completing five years of continuous service at the university; one-time catch-up provision for all those who would have previously qualified
- 5.3% ATB for Article 12, Section D (medical professionals) effective 7/1/23
- Insurance per Insurance Coalition Settlement
- Article 15, Section A & B Professional Development Funds (PDF) and Professional Improvement Funds (PIF) continue at FY 2023 levels. PDF=\$570,000, PIF=\$100,000

## FY2025 (Academic Year 2024-2025)

- ✓ **All ASF Members will see an average 5.3% increase in FY25.**
- ✓ **ASF Members who qualify for the UPDATED 15-year career step will see an average 8.35% increase in FY25.**
  - 41 more ASF Members will receive the 15-year career step that will be updated from the current 17-year career step.

- 2.25% Cost of Living Adjustment (COLA) effective 7/1/24
- One Step (average 3.05%) effective 7/1/24 for returning ASF Members
- Move the current 17-year career step (average 3.05%) to after completing fifteen (15) years of continuous service at the university (*no catch-up provision for those who previously received the 17-year career step*)
- 5.3% ATB for Article 12, Section D (medical professionals) effective 7/1/24
- Insurance per Insurance Coalition Settlement
- Article 15, Section A & B Professional Development Funds (PDF) and Professional Improvement Funds (PIF) continue at FY 2023 levels. PDF=\$570,000,PIF=\$100,000
- Minimum salary of \$46,800 (\$22.50/hr) effective second full pay period of FY25

**Labor-Management Work Group to confer on Compensation and Equity Study:** By October 27, 2023, the parties will convene a work group to confer on conducting a compensation study of positions in the bargaining unit. The work group shall consist of up to 5 members of the ASF and up to 5 members from Minnesota State. The purpose of the work group is to advise the employer on the scope and structure of a study. The work group will send its recommendations to Minnesota State and ASF by April 26, 2024. After receipt of the recommendations, Minnesota State will retain an external consultant to conduct an internal compensation study or such other study as the employer deems necessary. This is a one-time study.

## Insurance Changes

### Health Insurance changes beginning January 1, 2024 (unless otherwise noted)

- Premiums increase for employer and employees by 2.6% in both 2024 & 2025. Final rates for 2024 will be set in Fall 2023.
- Plan design changes
  - \$0 copays for mental health visits for Tier 1 and Tier 2 providers; \$50 for Tier 3 and \$70 for Tier 4. Funds for this change will come from cancelling the Well-Being Incentive Program effective 1/1/25. The Well-Being program itself will still be in existence, but there will be fewer investments made in the program overall.
  - SEGIP will identify all counties in MN and 1 county in on all bordering states as the “Service Area” for all plan administrators. A new “Out of Area” benefit will be created for all plan administrators allowing State employees/dependents to access each plan administrator’s national network for coverage for any type of visit (currently, people are only able to use ER and Urgent Care while out-of-network). This would cover anyone who lives temporarily or permanently out of the service area as well as temporary travel. The Out of Area coverage would be at Cost Level 3 and would be a different deductible than the one for clinics used in your service area.
  - The fertility services pilot program (currently only offered through Health Partners) will be expanded to all plan administrators and will no longer be a pilot program.

- Coverage will be provided under health insurance for medically necessary dental procedures that are a direct result of cancer treatment, including chemotherapy, biotherapy, and radiation therapy. The plan provides coverage for evaluations and examinations, laboratory assessments, medications, and treatments associated with the medically necessary dental procedures resulting from cancer treatment.

### Dental Insurance Changes

- Premium increases for employee coverage and family coverage will be aligned, with both at 70% coverage by the employer. Currently, any premium increases are borne by those with family coverage while employee coverage remains at \$13.50 per month.
  - Plan year 2024, they are estimating **\$13.48 for employee coverage and \$44 for family coverage.**
  - Plan year 2025, they are estimating **\$14.15 for employee coverage, and \$46.19 for family coverage.**
- Annual maximum benefit increase to \$2,200 from \$2,000 per person (excluding orthodontia and preventive services).
- If an employee elects dental benefits on their own policy, dollars spent when the employee was a dependent of another policy holder shall not be applied toward a new policy's lifetime maximum for orthodontia.

### Other Changes/Updates

- At age 65 or the date of retirement, an employee who has carried optional employee life insurance for the five consecutive years immediately preceding the date of the employee's retirement or age 65 whichever is later, shall receive a post-retirement paid-up life insurance policy in an amount equal to **20%** of the smallest amount of optional employee life insurance in force during that 5-year period. ***This coverage is currently at 15%.***
- Life insurance and disability insurance will both go out for an RFP during the life of the 2-year plan. It has been several years since either of these have gone out for an RFP. The Joint Labor Management Committee on Health Plans (JLM) comprised of both SEGIP and Insurance Coalition members will participate in these RFP processes and any proposed changes must be agreed to by the JLM that would modify coverage provisions from status quo benefit levels.
- SEGIP has agreed to discussions at the Joint Labor Management Committee over the next two years regarding concerns members have about two topics: vision coverage/vision insurance and gender-affirming care.

### Other ASF Contract Language Settlements

- For ASF Members Hired After June 30, 2024, the total period of probationary service, prior to the acquisition of permanent status, shall be three (3) consecutive years starting on the individual's most recent date of hire at the university in a probationary position. ***Currently, probation is four (4) years and permanent status is acquired on July 1 following four (4) years of probation.***
- Lateral moves to positions in the same salary range without an external search resulting in a permanent reassignment to another position will become a salary setting event, and step placement will be reviewed consistent with new employees. ***Previously, lateral movement salary setting events could only happen if there was an external search conducted.***
- Tuition waiver changes:

- An increase from 27 to **30 credits** per year
- Eligible dependent children age cap moved from age 25 to **age 26**
- Beginning July 1, 2024, ASF members, spouse/domestic partner, or dependent children can use to up **18 credits** (out of the 30 total credits) per year at a **Minnesota State college** to the extent the university President determines funds are available.
- An eligible ASF Member who receives a notice of Personnel Reduction or Layoff may choose to receive a lump sum payment of twenty thousand dollars (\$20,000) less normal withholdings and deductions if they agree to separate on a mutually agreeable date that is no later than 45 days after the date of notice. Members who choose this option are not eligible for the Early Notice Incentive, Early Separation Incentive, the Article 13, Section C Employer contribution toward insurance, or recall. The University will deposit in the ASF Member's Health Care Savings Plan the equivalent to the Employer's expense of the ASF Member's elected health insurance benefits for 1 year at the premium rate in effect at the time of separation.
- Range Reevaluations to a Higher Range will have salary step placement reviewed consistent with new employee step placement. **Current language indicates a minimum of 1 step higher than their current rate of pay in the new salary range.**
- Additional duty pay increase to 10% of base pay (**currently 5%**) and duties no longer must be in an equal or higher salary range.
- Contract language allowing employees who experience an overpayment to use unused vacation leave and personal days to offset a cash repayment. **Currently, this requires a Memo of Agreement for each instance this occurs.**
- Meal reimbursements utilizing PDF or PIF funds will be reimbursed at 1.25 times the rate provided in the State of Minnesota Managerial Plan. **Removal of current language allowing the usage of GSA and DOD rates for meals, incidentals, and lodging when using PDF.**
- The lapsed sick leave bank will be eliminated due to requirements for WorkDay/Next Gen. All hours currently in the lapsed sick leave bank will be moved to the ASF Member's regular sick leave bank; there will be no maximum of how many hours a Member can accrue in their sick leave bank.
- Converting the paid holiday on the work day immediately preceding Christmas Day to one floating holiday to be used throughout the fiscal year.

## **Your ASF Negotiations Team fought off language proposals that would have had severe negative impacts on ASF Members:**

- Economic proposals only increasing ASF Member salaries by 3% across the biennium (and no step increases)
- 25-50% reductions to non-renewal, personnel reduction, and layoff notices (no economic increases were tied to these notice periods)
- Reliance on e-mail as an option for official correspondence that requires written notice
- Elimination of special probation for permanent employees who are promoted into a higher position. If they are not successful in the promoted position, they could be moved back to their previous position. Without this protection, ASF Members who are not successful in the promoted position could be demoted or removed.