



Summary of Tentative Agreements for the MSUAASF Collective Bargaining Unit Agreement 2019-2021

Economics

- FY2020 (Academic Year 2019-2020)
 - 1 step increase (3.0%) for all ASF Members effective Jan. 8, 2020.
 - For employees currently at Step 20, a one-time lump sum payment equivalent to the value of one step (3.0%) effective Jan. 8, 2020.
 - For medical professionals, a 3.0% across the board (ATB) increase effective Jan. 8, 2020.
- FY2021 (Academic Year 2020-2021)
 - 1.5% across the board (ATB) increase for all ASF Members effective July 8, 2020.
 - For medical professionals, a 1.5% ATB increase effective July 8, 2020.
 - Professional Development Funds increase from \$550,000 to \$570,000 effective July 1, 2020.
- One career step after year 17 is now permanent and not subject to renewal in each contract.
- Each campus nominee for the Professional Excellence Award who does not receive that award from the Board will receive a lump-sum award of \$1,000, less normal withholdings and deductions.
- After the effective date of the agreement and while employed in a position covered by the agreement, an ASF Member who obtains a terminal degree in an academic field related to the ASF Member's position may be awarded an honorarium.

Insurance Changes

1. Health Insurance changes beginning January 1, 2020

- Premiums increase for employer and employees by 7.85% in 2020 & expected 7.85% in 2021
 - This means that beginning on January 1, 2020, premiums will be
\$35.04 per month for Single coverage;
\$239.02 per month for Family/Dependent coverage.
 - The estimated premiums for 2121 will be:
\$37.79 per month for Single coverage;
\$257.78 per month for Family/Dependent coverage.
- Plan design changes

- First dollar deductible increase for all plan benefit levels -
 - Level 1 from \$150 single / \$300 family to \$250 single / \$500 family;
 - Level 2 from \$250 single / \$500 family to \$400 single / \$800 family;
 - Level 3 from \$550 single / \$1,100 family to \$750 single / \$1,500 family; and
 - Level 4 from \$1,250 single / \$2,500 family to \$1,500 single / \$3,000 family.
- Office visit copays increase \$5 at all levels.
- Coinsurance for lab increase (from 5%) to 10% for Levels 1 and 2.
- Coinsurance for MRI/CT scans increase by 5% for all levels (e.g., Level 1 increases from 5% to 10%, Level 2 increases from 10% to 15%, etc.).
- Prescription drugs increase by \$4 for Tier 1 (from \$14 to \$18); and by \$5 for Tier 2 (from \$25 to \$30) and Tier 3 drugs (from \$50 to \$55.)
- Maximum drug out-of-pocket limits increase from \$800 single/\$1,600 family to \$1,050 single / \$2,100 family – for all benefit Levels.
- Maximum (non-drug) out-of-pocket limits increases -
 - Levels 1 and 2 - from \$1,200 single/\$2,400 family to \$1,700 single / \$3,400 family;
 - Level 3 - from \$1,600 single/\$3,200 family to \$2,400 single / \$4,800 family; and
 - Level 4 - from \$2,600 single/\$5,200 family to \$3,600 single / \$7,200 family.

2. Dental Insurance Improvements

Improvements to Dental Plan benefits are tentatively scheduled to begin in January 2020, but implementation will be contingent upon legislature approval:

- **Lifetime maximum orthodontia benefit increases from \$2,400 to \$3,000.**
- Elimination of the two-year waiting period for repairs on a tooth that has already been repaired.
- Preventative services will no longer be costed against the \$2000 annual maximum payable per person.

(Currently, preventive services such as general cleanings are provided at no cost to employees two times per plan year, however, the cost of these preventive services are deducted from the \$2,000 maximum amount that the dental plan will pay per individual each year.)

3. Short Term Disability premium increase

- Short term disability premiums will increase by 10.4%, beginning on January 1, 2020.

4. Other Changes

- **Gender-neutral pronouns** will replace gender pronouns throughout the insurance article.
- **Dependent Children** will be **added to the Diabetes Program**, beginning January 1, 2020.
- **Accidental Death and Dismemberment Coverage will be increased** up to \$200,000.
- **Vision Benefit as Optional Coverage** will be developed for planned implementation in 2021.

- **Wellness Incentive Program changes** to be effective in 2021:
- From \$5 copayment reduction in exchange for taking health care assessment and consenting to coaching, to \$70 credit in first dollar deductible for employees, in exchange for achieving a point target that is earned by employees selecting activities from an array of menu options that will include activities related to physical, social, cognitive and financial wellbeing.
- Points will be able to be earned beginning January 2020, for an opportunity to realize the \$70 credit for employees only in first dollar deductible beginning in the 2021 plan year.

OTHER CONTRACT LANGUAGE SETTLEMENTS

- Clarified language of “immediate family” as it pertains to sick leave and bereavement leave. “In the case of absence for illness of the members of the immediate family, the term ‘immediate family’ shall be defined to include the ASF Member’s spouse and the following relatives of the ASF Member or the ASF Member’s spouse: parent, stepparent, child, step-child, grandchild, brother, sister, grandparent, ward, or other residents of the ASF Member’s household.”
- Vacation Leave: Any individual (not just ASF Members) who move without a break in service from any other position in any branch of Minnesota State Government to a vacation-eligible position in this bargaining unit shall have his/her accumulated-but-unused vacation leave transferred, provided that the total amount of accumulated vacation leave transferred shall not exceed 272 hours.
- For FLSA Exempt ASF Members, requests for flexible work schedules following a peak work period that are honored must be completed within twelve months following the conclusion of the respective peak work period.
- Joint workgroup to address additional workload issues of FLSA Exempt ASF Members.
- Joint workgroup to review continuous service language throughout the contract
- New language for religious holidays: If an ASF Member wants to observe religious holidays not already identified in the contract and that religious holiday falls on a regularly scheduled work day, the ASF Member shall be entitled to that day off to observe the religious holiday. At the ASF Member’s discretion, they may use vacation, accrued compensatory time, alternative holiday, personal leave, or unpaid leave during absences for this purpose, or upon mutual agreement with the supervisor, the ASF Member may make up the time so long as it does not result in the payment of overtime.
- Clarification that acting and interim appointments are not actual appointment statuses. They have been relabeled as acting and interim assignments.
- Professional development funds: Each Campus Association and University shall implement an equitable procedure for distribution of the funds made available.
- A clear definition of “continuous service” interruptions and what does not constitute an interruption as it pertains to vacation accrual.
- New language for credit for prior service in a public sector employer, United States Armed Forces as a service member, or private sector employer in a position directly related to the ASF Member’s current ASF position as it pertains to vacation accrual.
- For purposes of unused vacation, vacation balance transfer and separation payments, the balance limits have been increased from 272 hours to 275 hours.

- A clarification in the search committee member appointment process outlining that the Campus Association President has 12 business days (or a mutually agreed upon extension) to designate an Association Representative or the Employer may proceed with the search without an Association representative.
- Minor technical and date changes.

Your negotiations team fought off all reductions in notice periods in any type of appointment status to the very end!