

AFSCME COUNCIL 65, LOCAL 1500 & 3688
Clerical, Administrative & Technical employees of the
Second, Third, Fourth, Fifth, Sixth, Ninth and Tenth Judicial Districts
TENTATIVE AGREEMENT SUMMARY
FY26-27: July 1, 2025- June 30, 2027

Only members can vote- if you are not yet a member, [visit our website to sign a digital membership card today](#). All voting will take place via US mail- look for a ballot mailed to your home address.

Virtual information sessions held via Zoom will take place at the following times:

- **Jul 24, 2025 05:30 PM**

<https://us02web.zoom.us/j/81508542059?pwd=69oEA53EHdaCo0SBpz6a5laE8O2Bk6.1>

Meeting ID: 815 0854 2059

Passcode: 700880

- **Jul 25, 2025 12:00 PM**

<https://us02web.zoom.us/j/88661888943?pwd=X8qisjMWXM5kZ704lX9qrzwVVmbzCb.1>

Meeting ID: 886 6188 8943

Passcode: 912119

- **Aug 13, 2025 12:00 PM**

<https://us02web.zoom.us/j/88443527127?pwd=F9jrcEvO7i9OK1kcvsfZv5phVc3JMJ.1>

Meeting ID: 884 4352 7127

Passcode: 396732

Below, you will find two lists: one titled “Tentative Agreements,” where the Union and the Employer agreed to make changes to the contract; and one titled “Employer Package #5,” which represents the Employer’s Last, Best, and Final Offer on all remaining contract items on which we had not yet reached agreement.

TENTATIVE AGREEMENTS

- **Amended Article 9.5 “Holiday Pay Entitlement” to ensure Employees are eligible for Holiday pay while on Minnesota Paid Leave.**

- **Amended Article 10.2 “Vacation Leave” to ensure that Length of Service for the purpose of establishing an Employee’s accrual rate shall not be modified for time off while taking Minnesota Paid Leave.**
- **Amended Article 10.7 “Vacation Donation Program” so that in addition to being able to donate up to 40 hours of accrued vacation leave to the sick leave account, Employees may donate up to 12 hours of vacation leave, converted to monetary value, for unreimbursed medical costs of other State employees.**
- **Added Article 10.8, “Vacation Conversion to Deferred Compensation,” increasing conversion benefit from 40 to 60 hrs in FY26.**
- **Amend Article 11.3, “Sick Leave Usage,” removing the two-week period in which an Employee can use bereavement leave; and added contract language ensuring that sick leave usage is consistent with Minnesota Earned Sick and Safe law**
- **Amended Article 12 “Leaves of Absence,” clarifying the process by which leave requests are made re: anticipated absences (Employer notified as far in advance as possible) and unexpected absences (as soon as possible).**
- **Amended Article 12.J. “Paid Parental Leave,” maintaining PPL benefit, but clarifying that Employees who have qualified for Minnesota Paid Leave and are receiving benefits through the program for the qualifying event are not eligible for paid parental leave.**
- **Amended Article 12.3.K, so that for the FY28-29 biennium, up to 12 employees may be paid for up to three eight-hour days each to participate in negotiations.**
- **Added Article 12.3.M, clarifying that paid leave may be used to supplement Minnesota Paid Leave up to 100% of Employees’ regular compensation.**
- **Amended Article 14.4 to remove “Gray Area” from definition of “Good Standing,” clarifying that an employee is only “not in good standing” for the purpose of bidding on vacant positions if any of the following conditions apply:**
 - One rating of “requires improvement” on the most recent performance evaluation if given within the last 6 months,
 - Two or more ratings of “requires improvement” on the most recent performance evaluation given within the last 12 months.
 - Discipline in the form of an oral or written reprimand within the last 6 months.
 - Discipline in the form of a suspension, or demotion within the last 12 months.
- **Amended Article 14 Section 8 “Reassignment,” so that Employees who have been reassigned from one office to another are able to bid on other vacancies, removing the provision requiring them to serve six (6) months in the position first.**

- **Amended Article 15.1 “Seniority,”** clarifying that when two or more employees have the same bargaining unit seniority date and a tie-breaker is needed, seniority shall be determined by lots chosen by the Union and provided to the Employer.
- **Amended Article 18.2.D, “Grievance Process,”** fixing timeline confusion, and adding mediation as an option.
- **Amended Article 22.1.C,** so that if when Employee required to flex their time has stated their preference about when the flex time is served, and the employer must accommodate the employee’s request unless it prohibits job-related organizational needs.
- **Amended Article 26 “Duration,”** confirming a 2-year contract
- **Updated Policy references in APPENDIX A** to include “Effect of Emergency Closure or Transition of Court Operations on Employees”
- **Updated Statutory Citations in APPENDIX D,** to include Minnesota Earned Sick and Safe Time; and Family and Medical Benefits.

EMPLOYER PACKAGE #5

July 16, 2025 @ 5:30

- 1. Two-Year Contract, with a wage reopener for FY27. Up to 12 bargaining unit employees will be paid one (1) eight-hour day each to participate in wage reopener negotiation.**
- 2. +5% to range min and +3% range max effective 7/1/25**
- 3. +0.9% annual wage increase effective 7/1/25 or upon first anniversary for new employees, with ability to withhold/delay as described below:**

Employees who received a performance evaluation score of 8-9 points may have the annual increase delayed by the Employer upon written notice to the Employee. These employees will be reevaluated by October 1, 2025, and subsequently granted the annual increase if the reevaluation indicates a satisfactory level of performance. If the reevaluation does not indicate a satisfactory level of performance, they will be reevaluated again by January 1, 2026, if that reevaluation indicates a satisfactory level of performance, granted the annual increase at that time.

Employees who receive a performance evaluation score of seven (7) or below are ineligible for a wage increase for FY26.
- 4. One-time payment equating to 2.0% of annual salary (based on rate prior to FY26 increases) paid to all employees upon ratification**
- 5. Section 3 Floating Holidays**

All eligible employees shall receive one (1) floating holiday each fiscal year. For fiscal years 2026 and 2027, all eligible employees shall receive a second floating holiday, totaling two (2) per fiscal year. The employee must request the floating holiday in advance. The holiday shall be taken on an employee's regularly scheduled work day subject to mutual agreement between the Employer or its designees and the employee. The floating holiday shall be taken in the fiscal year in which it is earned, or it is lost. A floating holiday may not be taken in increments of less than the full number of hours that the employee is entitled to receive.

- 6. Add Article 23.15 "Minnesota Paid Leave Premiums":** The Employer shall contribute fifty percent (50%) of the required premium cost to the Minnesota Paid Leave program on behalf of eligible employees, in accordance with applicable law and program requirements. The employee's share of the premium will be deducted from their paycheck on a pre-tax basis.
- 7. Union drops any remaining open proposals**