

State Contract 2023-2025 Tentative Agreement

We encourage members to look at the totality of the agreement, including the contract agreement, insurance agreement, and list of approved wage inequities that has secured an overall tentative agreement that we have never seen before. Our elected negotiations team members fought hard to secure what will improve the economic security of our union members.



HISTORIC

This agreement secured the **highest wage increases** we have seen in more than 30 years.

INSURANCE

Our historic agreement on insurance is **unmatched** by the private sector and many other public employers. We held the line on cost to only **\$1 per month (single)** and **\$7 per month (families)**. Private insurance and many other employers are nowhere near this small of an increase in premiums. Our union team proudly fought and held the line on cost which means less money our members need to spend on insurance and more money in our pockets. For example, this also includes **NO deductible** and **NO co-pays** in order to access **mental health services**. This is a **NEW** benefit that almost no insurance provider offers to workers. This is historic for our members.



WAGES

Our union members secured a massive increase in our **shift differential pay** from the current 65 cents per hour rate, to **\$2.25 per hour** for hours worked from 6 pm-6 am, a nearly 4x increase, in this agreement!



A new standard **\$20 per hour minimum wage** that is secured in this agreement is one of the first in the entire country. Thousands of MN state employees will be lifted to at least \$20 per hour, when implemented. This will significantly improve thousands of workers' economic security and **ensure some of our lowest paid workers are paid a living wage as they work for the people of Minnesota.**



All Minnesota state executive branch workers, including **18,000 who are AFSCME Council 5 bargaining unit members** will receive historic double-digit wage increases over the two year union contract that we haven't seen in more than 30 years. The agreement also includes raising the minimum wage for all state workers to at least \$20/hour which is a nation-leading agreement that will have a significant impact on raising the wages for thousands of our lowest paid workers in state service. In addition, our union members secured expanded health insurance benefits, a **historic number of approved wage inequities** that will lift the pay for nearly 50 separate job classifications in state service, and much more, that will help to recruit and retain these **workers who truly make our state function and deliver excellent public services to all Minnesotans.**

