



Tentative Agreement Reached – We Are Union Strong! (June 27)

AFSCME Council 5 State Employees,

We are proud to announce that **after the most difficult round of contract negotiations in a generation**, your union negotiators have reached a **Tentative Agreement (TA)** with the State of Minnesota at 6:10 AM on Friday, June 27th.

This TA comes with the **unanimous recommendation** of your bargaining team **to ACCEPT the Tentative Agreement** and it will be presented at the AFSCME State Negotiations Assembly which will take place on July 14, 2025. This decision ultimately will be decided by our membership. Please stay tuned for a vote ratification schedule and voting locations after the July 14th meeting.

REMINDER: Only dues-paying members of AFSCME Council 5 may vote on the TA and we welcome nonmembers to join our union so they can participate, vote, and have their voices heard. They can sign a physical membership card or sign up online using this link: bit.ly/publiccard or call us at 651-450-4990 M-F from 8am-5pm.

This is not just a win—it's a **testament to the unstoppable strength of our union solidarity.**

Your **elected union negotiations team** spent countless hours in bargaining—early mornings, late nights, weekends - totaling **more than 22 bargaining sessions and more than 215 hours**—*fighting for your wages, your healthcare, your working conditions, and your future.* They showed up day after day, not for themselves, but for every public worker across this state. **We owe them our deepest thanks and appreciation.** They never backed down, and because of that, we won a Tentative Agreement that respects your work and protects your pocketbook. And we owe **YOU** our gratitude for your proposal submissions early on in the process and bringing your ideas to the bargaining table!

But none of this would have been possible without **YOU—our members!**

You:

- Came to rallies, gauntlets, and our Town Hall meetings.
- Signed petitions.
- Shared your stories.
- Posted and reposted union updates on social media.
- Wore green in your worksites.
- Talked to your coworkers.
- Showed management and the State that we are UNITED.

This is what people power looks like and how ACTION makes all the difference!

And let's be very clear:

 **Without a union, the employer could have pushed through their disastrous proposals and cost you THOUSANDS of extra dollars every single year.**

➡ This has been the **most transparent, member-led and involved contract negotiations we have ever had**. With the establishment of our first ever member-led Contract Action Team, more negotiations updates, social media posts, and press outreach than ever before, and first ever town hall meetings that members could openly participate in. There is always more we can do to improve and we look forward to your feedback.

This Tentative Agreement shows the power of solidarity and why every single person in your workplace should be a union member. **We don't just talk—we deliver.**

Now is the time to ask your coworkers who haven't joined our union yet: **What are you waiting for?! JOIN US.**

Tentative Agreement Highlights

In this Tentative Agreement, **YOUR UNION:**

- **SUCCESSFULLY FOUGHT BACK** massive **insurance plan design changes** that would have added **THOUSANDS** of dollars in costs every year. This included everything from the employer pushing **MASSIVE** increases in copays, maximum out of pocket costs, deductibles, and so much more. **These are NOT GOING FORWARD because we fought back -that means saving YOU money and still protecting the insurance plan.**
- **SAVED** our **WAGE STEP INCREASES** that the State tried to freeze. That means workers will have wage step increases **IN ADDITION** to their pay raises.
- **SECURED** an **Across-the-Board PAY RAISE** for **ALL** state workers of **1.5% in 2025 and 1.75% in 2026.**
- **SECURED** new language to provide workers with \$100 for any forced overtime shift, ability to cash out your compensatory time two times per year (up from one time per year), and more.
- and we secured other changes that will come forward with a more detailed TA Summary document.

**** We DO NOT KNOW what insurance premiums may be yet. Premiums ARE NOT a subject of bargaining. We will monitor this closely and update you when we have more information, but we did STOP the premium shift onto workers and premiums will now be borne between employees and the employer. But every worker will see a NET GAIN IN YOUR PAYCHECK!**

Contract Action Team (CAT) Highlights

We want to give a huge shoutout to our **Contract Action Team**—the backbone of our member mobilization efforts. These leaders made calls, organized at dozens of worksites, distributed flyers, organized rallies, gauntlets, and other events, and kept you informed on how they can participate. They turned our workplace frustrations into **collective action**, and made sure management could feel the pressure in every agency, every building, and every hallway.

We are stronger because of all of you—and we are ready for what comes next. Talk to your coworkers. Share these highlights.

In solidarity,

Joel Hoffman, President, State Employee Policy Committee (SEPC)

Crystal Kreklow, State Field Director, AFSCME Council 5