



*Engineering Minnesota's Future*

## **MGEC Executive Board's Recommendation**

The reality is that the collective bargaining process is not about what you want or what you deserve. Rather, there are only two ways to get something in collective bargaining: get the employer to give it to you; or get an arbitrator to give it to you. Therefore, the decision before you, the members, is not whether we like this settlement or believe that it is what we deserve; but rather, whether the settlement represents the best the employer is willing to offer or is at least as good as what an arbitrator will award. The bargaining team believes that the answer to the first question is clearly “yes” – the State will not voluntarily give us anything more or different. We are not as sure about what an arbitrator might do. However, it is highly unlikely that an arbitrator would award anything worse than the State's offer.

MGEC believes that these changes reflect the interests of members which we've heard through meetings, e-mail, conversations and by survey. Why is MGEC leadership recommending this tentative agreement be approved?

- The option for some employees, those who supervise and are at the top step of their pay grid, to cash out Vacation to Deferred Compensation goes beyond “the pattern” most bargaining units received. It was a frequent request by many members. This benefit affects members of all classes. It only applies for contract period 2017-2019. In MMA such a trial period for a new benefit was followed up upon to make it a permanent benefit the next contract.
- Recent changes to the state budget (now with a small but growing deficit) significantly affect the outcomes achievable in arbitration. Winning on the merits of the case is harder if the employer makes a case they don't have funds.
- The Compensation Studies shows a deficit in compensation for engineers. It's likely that will still be true when entering future negotiations. Circumstances may be more suitable for arbitration in the future.
- Reaching a tentative agreement now enables the MGEC Contract to go before the legislature with other contracts.

In conclusion, the MGEC Executive Board recommends approval of this tentative agreement. The decision is now yours. Select the following link to vote now:

Sincerely,

Julie Groetsch  
MGEC Past President

Steve Kordosky  
MGEC President