

### Your pay upon promotion – know your rights

If you are promoted to a new MPEA position or your position is reclassified to a higher grade, we strongly recommend you share the offer letter with MPEA to review before you sign. This is the only way we can catch inadequate offers.

If you advance to a higher grade, your new step:

- should be the step closest to 5% higher than your old salary (make sure to factor in if you are due any incremental increases in the next four months),
- but the increase may not be less than 4.00%

But separately from this contractual calculation, you have the right to negotiate a higher starting step with your hiring manager. Do not believe HR's storyline that the union contract sets the pay without opportunity to negotiate.

### Grievances

In August, MPEA filed two grievances against the City for actions in breach of our labor agreement.

- 1) One was for refusing to allow more than one MPEA representative into a fact-finding meeting with an employee that might have resulted in discipline. This is a new position the City has taken that "representation" in the contract language means "one" representative. Many labor unions are contending with this limiting of representation. The City has not responded to the grievance. MPEA is in communication with other unions regarding the matter.
- 2) The other grievance was filed on behalf of one of our members when the city refused to set the proper step/pay upon promotion for that employee. After several months, MPEA has won that grievance, successfully proving that [Section 10.03, subd. 1 of our Labor Agreement](#) is subject to [Section 20.11](#) of the Minneapolis City Ordinances. This win should end the practice of selecting a lower step closest to a 5% increase if that closest step is not also above a 4% increase.

### 2024 MPEA Calendar – watch for details to come

January – Informational TEAMS meeting

January – Taking nominations (for vice president, secretary, two at-large positions)

February – Member appreciation happy hour

February – Election (vice president, secretary, two at-large positions)

May – Meet the board

August – Open House

October – Annual membership meeting

### Website

Our new website is under development and will go live this spring.

### Dues

All membership dues have been turned off for November and December.

### Your input

If you have ideas you'd like to share, or questions, contact us from [MPEA.net](https://www.mpea.net) or reach out to any [board member](#) directly.