



**HUMAN RESOURCES COMMITTEE
CLOSED SESSION
APRIL 17, 2013
10:30 A.M.**

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
McCORMICK ROOM, FOURTH FLOOR
30 7TH STREET EAST
SAINT PAUL, MN**

In addition to board members attending in person, additional board members may participate by telephone.

HUMAN RESOURCES COMMITTEE, CLOSED SESSION – McCORMICK ROOM
Thomas Renier, Chair

Pursuant to Minnesota Statutes § 13D.03, Closed Meetings for Labor Negotiations Strategy (Minnesota Open Meeting Law) (2012), the Board of Trustees will meet in Closed Session.

- (1) Minnesota State College Faculty Labor Negotiations (pp.1-3)

Members

Thomas Renier, Chair
David Paskach, Vice Chair
Margaret Anderson Kelliher
Alexander Cirillo
Clarence Hightower
Alfredo Oliveira
Maria Peluso

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** April 17, 2013

Agenda Item: Closed Session on Minnesota State College Faculty Labor Negotiations

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

Cite policy requirement, or explain why item is on the Board agenda:

Pursuant to Minnesota Statutes § 13D.03, Closed Meetings for Labor Negotiations Strategy (Minnesota Open Meeting Law) (2012)

Scheduled Presenter(s):

Mark Carlson, Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations

Outline of Key Points:

- Summary of MSCF labor negotiations

Background Information:

Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) reached a tentative agreement on March 6, 2013, on their 2011-13 labor contract. The ratification vote by its membership is anticipated to be done by April 15, 2013.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

INFORMATION ITEM
CLOSED SESSION ON MINNESOTA STATE COLLEGE FACULTY LABOR NEGOTIATIONS

BACKGROUND

In closed session, the Human Resources Committee will discuss the system’s bargaining goals relative to the terms of the tentative agreement for the 2011-13 labor contract with Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF).

Pursuant to Minnesota Statutes § 13D.03, Closed Meetings for Labor Negotiations Strategy (Minnesota Open Meeting Law) (2012)

Date: April 17, 2013

1
2
3
4
5
6
7
8
9
10
11
12
13
14

Minnesota State Colleges and Universities / Minnesota State College Faculty (MSCF)

Summary of Changes to 2011-13 Agreement

MSCF and MnSCU bargaining teams reached a tentative contract settlement for the 2011-2013 Master Agreement at approximately 3:30 p.m. on Wednesday, March 6, 2013.

Economics:

FY 2012

- Insurance benefits as agreed to between MMB and MAPE/AFSCME

FY 2013

- Faculty who have not reached the top step of the salary schedule will receive a \$3,500.00 base rate increase effective July 1, 2012.
- Faculty who are on the top step of the salary schedule will receive a \$2,400.00 base rate increase effective July 1, 2012 and a single one-time, lump-sum of \$1,500.00.
- Increase the Sabbatical Backlog Fund to \$420,000.00 (used to fund seven, required sabbaticals that are not determined through contract formula)

Initial biennial base: \$788,735,704

New money in current biennium (without turnover savings): \$24,639,923

Percentage increase of new money in current biennium over initial base: 3.12%

Percentage increase of new money in next (FY 2014, 2015) biennium: 5.96%

Language:

- Alternate calendars may be implemented without payment of ten (10) extra days (currently required) with agreement between the college and the State MSCF.
- Class size changes may be implemented without one (1) semester notice (currently required) with agreement between the college and the State MSCF.
- New “tutorial” provisions permit running low enrollment classes at reduced cost.
- Permit balancing of student contact hours for all faculty between semesters and between weeks within a semester.
- Club Advisor payments will be prorated and can be shared by two or more faculty members.
- The \$1,000.00 stipend payment is no longer limited to \$500.00 per occurrence.
- Unlimited Part-time (UPT) faculty will be counted towards meeting the system and college Hiring Practices obligation.
- Stipend payments and awards for excellence are exempt from Hiring Practices calculation.
- Awards for Excellence program reinstated, maximum award reduced to \$2,500.00.
- Granted former technical college, UPT faculty the same claiming rights as former community college, UPT faculty.
- Aligned the definition of “dependent” for purposes of tuition waiver with the definition of “dependent” in the insurance article.