

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

Agenda Item Summary Sheet

Committee: Human Resources Committee

Date of Meeting: March 20, 2013

Agenda Item: Approval of MSUAASF Contract

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

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

Board approval of the negotiated terms in the contract is required prior to presenting it for approval by the Subcommittee on Employee Relations.

Scheduled Presenter(s):

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

Outline of Key Points:

- Summary of MSUAASF labor negotiations

Background Information:

Minnesota State Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) reached a tentative agreement on January 29, 2013, on their 2011-13 labor contract. The ratification vote by its membership is ongoing and is anticipated to be reached by March 15.

BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD ACTION

APPROVAL OF MSUAASF CONTRACT

1 **BACKGROUND**

2 Minnesota State Colleges and Universities and the Minnesota State University Association of
3 Administrative and Service Faculty (MSUAASF) reached a tentative agreement on January 29, 2013,
4 on their 2011-13 labor contract. It is expected that MSUAASF's membership will ratify the agreement
5 by March 15, 2013. It is now being brought forward to the Board of Trustees for approval before
6 moving on for legislative approval.

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8 **RECOMMENDED COMMITTEE ACTION**

9 The Human Resources Committee recommends that the Board of Trustees adopts the following motion.

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11 **RECOMMENDED MOTION**

12 The Board of Trustees approves the terms of the 2011-2013 labor agreement between Minnesota State
13 Colleges and Universities and the Minnesota State University Association of Administrative and
14 Service Faculty (MSUAASF) and authorizes Chancellor Steven Rosenstone to sign the agreement on
15 behalf of the Board of Trustees.

16
17 *Date of Board Action:* *March 20, 2013*

18 *Date of Approval:* *March 20, 2013*

**Minnesota State Colleges and Universities
and
Minnesota State University Association of Administrative and Service Faculty**

**Tentative Agreement – Summary of Terms
January 29, 2013, 8:30 PM**

Economics

- Schedule Enhancement of 1.9% in FY 2013 (effective July 1, 2012)
- One Step (average of 3.0%) for all returning faculty in FY 2013 (effective July 1, 2012)
- Lump Sum payment of \$2,000 in FY 2013 to returning faculty at the top of the range (not added to base)
- Lump Sum payment of \$400 for FY 2012 for all faculty (not added to base)
- Insurance as agreed to through Coalition Bargaining
- Increase Professional Development Funds by \$50,000 (for total of \$500,000 in FY 2013 to be distributed on an FTE basis)

Language

- Expanded list of situations where fixed term appointment type can be used; new language to allow additional (3rd) year for fixed term appointments with ASF approval
- Expanded use of professional development funds to cover electronic media downloaded to state devices (i.e. tablets, computers, etc.)
- Allow employer to immediately reassign employees who have received notice of layoff or personnel reduction
- Clarified use of externally funded appointment type to include when monies funding the position are: (1) from a source external to MnSCU (e.g. grants); (2) being transferred between institutions as a result of inter-agency agreement or partnership; or (3) from source driven by voluntary participation of community (e.g. child care fees, athletic ticket sales, etc.)
- Establish minimum threshold of 25% externally funded as basis for externally funded appointment type
- Changed language to provide for full salary reimbursement to MnSCU for release time of union officers
- Clarified timelines for grievance procedure to bring language in line with standing practice

Non-Language

- Agreed to conduct a salary compression study to analyze any compression issues within the unit. A labor/management advisory task force will be established to oversee and advise on study. No agreement as to how to implement results of study other than to acknowledge compensation matters will need to be brought back to the bargaining table in the future.