

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

**Agenda Item Summary Sheet**

**Committee:** Human Resources Committee

**Date of Meeting:** February 26, 2013

**Agenda Item:** Closed Session on IFO 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 IFO labor negotiations

**Background Information:**

Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative agreement on January 12, 2013, on their 2011-13 labor contract. The IFO ratified the agreement in a vote by its membership on February 6 and 7, 2013.

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MINNESOTA STATE COLLEGES AND UNIVERSITIES**

<b>INFORMATION ITEM</b>
CLOSED SESSION ON IFO LABOR NEGOTIATIONS

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**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 Inter Faculty Organization (IFO).

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

*Date: February 26, 2013*

2011-2013 IFO Master Agreement  
Summary of Significant Terms

**Here is a brief summary of economic terms of the settlement:**

FY 2012

- No step increase and no salary schedule enhancement
- No change to Professional Improvement and Professional Study and Travel funds

FY 2013

- An across the board salary schedule enhancement of 2.2%
- One step advancement for returning faculty and add one step to the top of the salary schedule (each step represents a 2.4% increase in salary)
- Increase the minimum adjunct/community faculty rate from \$1,200 to \$1,258 per credit; link adjunct rate to step 1 of instructor schedule
- Set compensation for Assessment for Prior Learning at \$35 per credit
- Provide a lump-sum payment of \$1,500 for faculty members who take unpaid parental leave in full semester increments
- Increase minimum step placements for assistant, associate and full professors, effective June 2013
- Insurance benefits as agreed to between MMB and MAPE/AFSCME

Initial biennial base: \$560,769,504

New money in current biennium (without turnover savings): \$14,502,031

Percentage increase of new money in current biennium over initial base: 2.59%

Percentage increase of new money in next (FY 2014, 2015) biennium: 5.62%

**Brief summary of the most significant language items:**

- Replace current sick leave provisions for adjunct and community faculty with two non-accruing days of excused absences (for reasons of illness) per semester
- Reduce emergency/personal leave for adjunct and community faculty to 1 day per semester
- Clarify office hours language; provide for electronic and remote location office hours
- Modify various provisions to clarify implementation of nine-month appointments and provide some additional flexibility
- Eliminate requirement to provide printed copies of the IFO Agreement to all faculty
- Delete the sunset date on career steps
- Delete the sunset date on university scholars

- Clarify use of professional study and travel funds, permit use of funds for cutting edge technology, clarify possession of all assets purchased with funds remains with university
- Provide for the establishment of program level policies, procedures, goals and objectives; link these changes to the Article 22 professional development and evaluation process
- Provide for a one-year extension of the probationary period for faculty a) serving for at least two years as a department chair during the probationary period, b) for the birth or adoption of a child, or c) for the serious health condition of a family member (or regular member of the household) requiring the probationary faculty member to provide medically necessary care
- Restructure Article 22 and the related Appendix G to provide greater clarity and clearly require Departments to provide comments on professional development reports
- Restructure tenure and promotion procedures in Article 25 for greater clarity