COMMITTEE OF THE WHOLE
SPECIAL MEETING
TUESDAY, SEPTEMBER 16, 2014
5:20 PM

FITGER'S INN AND MIDI RESTAURANT
FIRESIDE ROOM
600 E. SUPERIOR ST.
DULUTH, MN
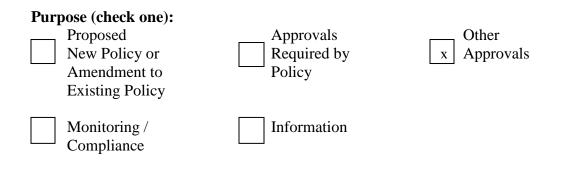
In addition to board members attending in person, additional board members may participate by telephone.

1. Call to Order
   Thomas Renier, Chair

2. **Approval of the Inter Faculty Organization Bargaining Contract (pp. 1-3)**

3. Adjournment

Name: Committee of the Whole   **Date:** September 16th, 2014

Title: Approval of Inter Faculty Organization Bargaining Contract

Purpose (check one):

☐	Proposed New Policy or Amendment to Existing Policy	
☐	Approvals Required by Policy	
☒ x	Other Approvals	
☐	Monitoring / Compliance	
☐	Information	

Brief Description:

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

Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative agreement on July 29, 2014, on their 2013-15 labor contract. It was approved by a vote of the IFO membership on September 12, 2014.

Scheduled Presenter(s):

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

BOARD ACTION

APPROVAL OF INTER FACULTY ORGANIZATION BARGAINING CONTRACT

1 **BACKGROUND**
2 Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a
3 tentative agreement on July 29, 2014, on their 2013-2015 labor contract. It was approved by a
4 vote of the IFO membership on September 12, 2014. It is now being brought forward to the
5 Board of Trustees for approval before moving on for legislative approval.
6
7 **RECOMMENDED COMMITTEE ACTION**
8 The Committee of the Whole recommends that the Board of Trustees adopt the following
9 motion.
10
11 **RECOMMENDED MOTION**
12 The Board of Trustees approves the terms of the 2013-2015 labor agreement between
13 Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) and
14 authorizes Chancellor Steven Rosenstone to sign the agreement on behalf of the Board of
15 Trustees.
16
17 *Date of Approval: September 16, 2014*
18
19

Minnesota State Colleges and Universities / Inter Faculty Organization (IFO)

Summary of Changes to 2013-15 Agreement

The IFO and MnSCU bargaining teams reached a tentative contract settlement for the 2013-2015 Master Agreement at approximately 5:00 p.m. on Tuesday July 29, 2014.

Economics:

FY 2014

- 3.2% salary schedule enhancement (effective July 1, 2013); adjunct/community faculty minimum rate increased to $1,298 per credit
- Health and dental insurance benefits as negotiated by MMB with classified units.

FY 2015

- One step for returning faculty members

- 1.45% salary schedule enhancement (effective July 1, 2014); adjunct/community faculty minimum rate to $1,349 per credit

- Health and dental insurance benefits as negotiated by MMB with classified units.

Language Changes:

- **First-Year Faculty Teaching Load.** Beginning with the 2015-2016 academic year, first-year probationary faculty members will be granted a three-credit reassignment "to pursue non-teaching activities" consistent with the professional development and evaluation process. Article 10 § A, Subd. 1.1.

- **Paid Parental Leave.** Starting in FY 2015, faculty members will be entitled to 30 consecutive days of paid leave upon the birth of a child or placement of an adoptive child. Article 17 § H.

- **Guaranteed Faculty Appointment for Academic Administrators.** The university president or chancellor may guarantee an academic administrator a probationary faculty appointment at the time of hire or anytime thereafter. Article 21 § F.

- **Revision and Clarification of the Retrenchment Provisions.** The retrenchment article has been thoroughly revised to clarify the retrenchment process and define the rights of laid-off faculty members. These changes apply retroactively and will govern the disposition of any current disputes. Article 23 (throughout).