

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Human Resources Committee

Date: February 21, 2018

Title: Approval of 2017-2019 Inter Faculty Organization Bargaining Contract

Purpose (check one):

- | | | |
|---|---|--|
| <input type="checkbox"/> Proposed
New Policy or
Amendment to
Existing Policy | <input type="checkbox"/> Approvals
Required by
Policy | <input checked="" type="checkbox"/> Other
Approvals |
| <input type="checkbox"/> Monitoring /
Compliance | <input type="checkbox"/> 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 and the Inter Faculty Organization (IFO) reached a tentative agreement on December 9, 2017, on their 2017-2019 labor contract. It was approved by a vote of the IFO membership on February 19, 2018.

Scheduled Presenter(s):

Sue Appelquist, Interim Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations

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

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 December 9, 2017 on their 2017-2019 labor contract. It was approved by
4 a vote of the IFO membership on February 19, 2018. 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 Human Resources Committee 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 2017-2019 labor agreement between
13 Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) and
14 authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of
15 Trustees.

16
17 *Date of Approval:*

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

Summary of Changes to 2015-17 Agreement

The IFO and Minnesota State bargaining teams reached a tentative contract settlement for the 2017-2019 Master Agreement at approximately 3:00 p.m. on Saturday December 9, 2017.

Economics:

FY 2018

- 1.6% salary schedule increase (effective July 1, 2017); adjunct/community faculty minimum rate increased to \$1,449 per credit
- Health and dental insurance benefits were unchanged, except for minor technical changes. MMB has stated that it will not implement the insurance plan design changes negotiated with MAPE and AFSCME until the all of the classified collective bargaining agreements are approved by the Legislature. Pursuant to a previously negotiated LOU with the IFO, the same insurance changes will be implemented for faculty at that time.

FY 2019

- 2.4% salary schedule increase (effective July 1, 2018); adjunct/community faculty minimum rate increased to \$1,484 per credit
- Add a new step to the top of the salary schedule. There is no return step awarded in FY 2018 or FY 2019, so there is minimal additional cost related to this change.
- Increase the minimum step placement for instructors from step 5 to step 6.
- Professional Development Funds increase from \$400,000 across-the-system to \$520,000. These funds are awarded at the discretion of the president. This fund pool had not changed in more than 18 years.
- Professional Study and Travel funds increase from \$1380 per FTE to \$1,450
- Provide Professional Development Funds for adjunct faculty. In FY 2019, \$59,500 will be allocated across-the-system to support professional improvement activities by adjunct faculty. These funds may be awarded at the discretion of the president.
- Professional Development Funds for Community Faculty (Metropolitan State) increase from \$12,500 to \$32,500. This fund pool had not changed in more than 18 years.
- Adjust career steps anniversary dates for second and third career steps so that these career steps are awarded after completing 17 years of service - steps are given at the start of the 18th year - and after completing 25 years of service – steps are given at the start of the 26th year - (rather than steps being given at the start of the 21st and 31st year as is currently required).

Language Changes:

- Increase the workload cap on adjunct and community faculty to 12 credits per academic year.
- Increase the maximum coaching salary supplement amount from \$120,000 to \$160,000. This change is designed to accommodate annual salaries for coaches of Division I sports.
- Modify the paid parental leave provisions to more closely track the classified agreements.
- Provide for audio recording of investigative interviews of faculty
- Expand reasons for hiring adjunct faculty to include meeting temporary staffing needs created by faculty being on phased retirement or AEP programs
- Provide authority to pay non-exempt adjunct faculty an hourly rate of pay
- Incorporate Language from LOU on Order of Step Increases