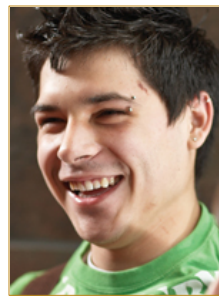


2011-2013 Minnesota State College Faculty Contract Summary



Presented to Human Resources Committee
April 17, 2013

Minnesota State Colleges and Universities

The Minnesota State Colleges and Universities system is an Equal Opportunity employer and educator.

Bargaining Timeline

- Began interest-based bargaining in March 2011
- Began traditional bargaining in November 2012
- Reached a tentative agreement on March 6, 2013

System Bargaining Team Composition

- Three college presidents – one from each institutional type
- Three chief human resource officers
- One chief academic affairs officer
- One chief financial officer
- One academic dean
- System office support from labor relations, finance and academic and student affairs

Bargaining Unit Background

- MSCF represents:
 - Teaching faculty
 - Counselors
 - Librarians
- Approximate size of unit:
 - 5,000 full time equivalents
 - 6,100 headcount
- Located only at our two-year institutions

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 base rate increase effective July 1, 2012
 - Faculty who are on the top step of the salary schedule will receive a \$2,400 base rate increase effective July 1, 2012, and a single one-time, lump sum payment of \$1,500

Language Highlights

- “Tutorial” – a new concept that allows colleges to run small enrollment classes at reduced costs
- “Student Contact Hour Balancing” – a concept that allows faculty to balance their student contact between semesters and within semesters without going into overload status
- Added language that counts unlimited part-time faculty towards the colleges’ and system’s full-time faculty employment obligation

Unresolved Issues

- Faculty transfers between college campuses
- Retention review on faculty claims

Comparison Chart

Salary rate increases for eligible employees

Unit	FY 06	FY07	FY 08	FY 09	FY 10	FY 11	FY 12	FY13
MSUAASF	4%	3%	4.5%	4.5%	0%	0%	0%	4.9%
IFO	3.75%	2.4%	2.4%	8.8%	0%	0%	0%	4.6%
MSCF	3%	3%	3.8%	2.2%	0%	0%	0%	5.1%
AFSCME	4.7%	4.7%	5.95	5.95%	0%	2.7%	2.7%	4.7%
MAPE	5.6%	5.6%	6.85%	6.85%	0%	3.6%	3.6%	5.6%
MMA	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Com. Plan	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Mgr. Plan	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Admin	4.0%	3.5%	4%	5%	0%	0%	0%	3.8%