

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

Name: Human Resources Committees **Date:** October 21, 2015

Title: Approval of Minnesota State University Association of Administrative and Service Faculty 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 Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) reached a tentative agreement on September 15, 2015, on their 2016-17 labor contract. The ratification vote by its membership is anticipated to be done by Friday, October 16, 2015.

Scheduled Presenter(s):

Mark Carlson, 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 MINNESOTA STATE UNIVERSITY ASSOCIATION OF
ADMINISTRATIVE AND SERVICE FACULTY BARGAINING 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 September
4 15, 2015, on their 2016-2017 labor contract. It is expected that MSUAASF's membership will
5 ratify the agreement by October 16, 2015. It is now being brought forward to the Board of
6 Trustees for approval before moving on for legislative approval.

8 RECOMMENDED COMMITTEE ACTION

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

12 RECOMMENDED MOTION

13 The Board of Trustees approves the terms of the 2016-2017 labor agreement between
14 Minnesota State Colleges and Universities and the Minnesota State University Association
15 of Administrative and Service Faculty (MSUAASF) and authorizes Chancellor Steven
16 Rosenstone to sign the agreement on behalf of the Board of Trustees.

17
18 *Date of Approval: October 21, 2015*

**Minnesota State Colleges and Universities / Minnesota State University Association of
Administrative and Service Faculty (MSUAASF)**

Summary of Changes to 2016-17 Agreement

MSUAASF and MnSCU bargaining teams reached a tentative contract settlement for the 2016-2017 Master Agreement at approximately 11:00 a.m. on Tuesday, September 15, 2015.

Economics:

Summary of the key economic terms of the settlement

FY 16

- 1.5% across the board (ATB) increase (i.e., a salary schedule enhancement)
- 1.5% ATB for Article 12, Section D (medical professionals)
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME

FY 17

- 1.1% across the board (ATB) increase (i.e., a salary schedule enhancement)
- 1 Step advancement for returning ASF Members
- 4.1% ATB for Article 12, Section D (medical professionals)
- 3% Lump sum prorated by FY FTE for ASF Members who were at Step 20 on 6/30/16
- Article 15, Section A Professional Development Funds (PDF) increase by \$50,000 to \$550,000
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME

Significant Language Changes:

- Technical changes and date changes throughout the agreement
- Article 10 Section A. Subd. 3. Make intermittent appointments language permanent.
- Article 10 Section I. Subd. 1. Expanded current language permitting additional pay for additional responsibilities to authorize a President, in his/her discretion, to make such payments in situations where the additional duties may be covered by the ASF Member's position description
- Article 10 Section I. Subd. 6. Provided for a Professional Excellence Award.
- Article 12 Section H. Modified the Exceptional Achievement Incentive Program to reward high performers.
- Article 22 Section A. Subd. 6. Added a new provision allowing out-of-order layoff