

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

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

**Title:** Approval of Inter Faculty Organization Bargaining Contract

**Purpose (check one):**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input type="checkbox"/> Approvals<br>Required by<br>Policy | <input checked="" type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>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 Inter Faculty Organization (IFO) reached a tentative agreement on August 21, 2015, on their 2016-17 labor contract. It was approved by a vote of the IFO membership on 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**

|   |
|---|
| <b>BOARD ACTION</b>   |
| APPROVAL OF INTER FACULTY ORGANIZATION<br>BARGAINING CONTRACT |

1 **BACKGROUND**

2 Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a  
3 tentative agreement on August 21, 2015, on their 2016-2017 labor contract. It was approved by  
4 a vote of the IFO membership on October 16, 2015. 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 2016-2017 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:           October 21, 2015*

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

### **Summary of Changes to 2016-17 Agreement**

The IFO and MnSCU bargaining teams reached a tentative contract settlement for the 2016-2017 Master Agreement at approximately 6:05 p.m. on Friday, August 21, 2015.

#### **Economics:**

##### **FY 16 (Academic Year 2015-16)**

- 2.2% across the board (ATB) increase;
- The minimum adjunct/community faculty rate is increased by 2.2% (or \$30 per credit) from \$1,349 per credit to \$1,379 per credit.
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME

##### **FY 17 (Academic Year 2016-17)**

- 1.0% ATB
- One step advance on the salary schedule for returning faculty; faculty members who miss this step due to placement at the top of the salary schedule will receive a one-time, lump-sum payment of \$3,200 for professors, or \$1,490 for instructors
- The minimum adjunct/community faculty rate is increased by 3.4% from \$1,379 to \$1,426
- Professional Study and Travel Funds (Article 19 Section B) increased by \$80 per department FTE, from \$1,300 to \$1,380
- New minimum step placement for Instructors (step 5) on the instructor salary lane
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME

#### **Significant Language Changes:**

- New language provides for variable rates of pay for faculty working with grant funds or external third-party contract funds.
- Faculty reassigned time associated with “theatrical productions” is expanded to cover “performing arts productions”
- NTT faculty to be laid off in seniority order. Once laid off, NTT faculty will receive lay off insurance on same terms as other laid off faculty.
- Out of Order layoff. A faculty member with greater seniority in a department/program that has been noticed of pending retrenchment may propose to be laid off out of seniority order in order to save faculty members with less seniority from layoff.
- Sabbatical report and return service requirements have been clarified. The refund obligation for faculty who fail to perform the full period of work following the sabbatical

has been prorated to provide for a reduction in the refund obligation commensurate with the amount of work performed following the sabbatical.

- Beginning FY 2017, Chairs of small departments of less than 5 FTE will receive a three credit reassignment per academic year