



Chairman Jay Cowles  
Minnesota State Board of Trustees  
30 East 7th Street  
St. Paul, MN 55101

October 20, 2020

Chair Cowles, Trustees, Chancellor Malhotra,

Like our colleagues in the IFO, the members of the MSCF and MSUAASF/Teamsters Local 320 are aware of the challenges higher education is facing. From the outcome of the elections in November to the details of any potential federal stimulus spending to the unpredictable nature of enrollment in a pandemic induced recession, we will all be navigating uncertainty during the next round of negotiations.

While IFO absolutely has the right to decide to pledge to forgo across the board (ATB) increases for the first year of the next contract, it is important to understand that the IFO contract contains a variety of automatic salary increases for a substantial portion of their membership, even if there is no ATB raise. These include automatic step increases for tenure/promotion and multiple career steps. The contracts for MSUAASF and MSCF are fundamentally different in this regard, as nearly every salary improvement must be negotiated every round of bargaining.

Due to these important differences, we wish to let you know that we have not made any determination about proposals prior to the start of bargaining. As always, though, the MSCF and MSUAASF remain committed to the process of collective bargaining and the recognition that all of us—including the communities and students we serve and the campuses we work at—are in this together.

Thank you,

Tracy Rahim, MSUAASF President

Matt Williams, MSCF President