

## **MSCF Faculty Rights Position Statement**

MSCF believes that the negotiated rights laid out in the Master Contract serve as a set of rules and obligations for both the employer and faculty member. We believe that every article in the master contract should be fairly and uniformly administered. In monitoring contract compliance, we value the right to investigate and process grievances in order to right wrongs and make injured faculty members whole.

MSCF believes that all faculty members should be aware of their rights and responsibilities and encourages and promotes continued study of the contract.

Through the network of chapter grievance representatives, MSCF encourages active, local monitoring of the contract, with the aid of state-wide professionals with contract expertise. The Faculty Rights Committee serves to inform faculty members on matters relating to faculty rights and works to collect and disseminate information from chapter grievance representatives throughout the state of Minnesota.

In short, MSCF firmly believes that the rights spelled out in the contract—whether they define the structure of shared governance, the workload for faculty assignments, or the wages and credential field rules of faculty members—are what bind us together in union. As such, we believe these rights are worth monitoring, protecting, and fighting for at all times.