

**TENTATIVE AGREEMENT
ON JOINT LANGUAGE-CLARIFICATION WORKGROUP PROPOSAL
JT-CLAR 14**

Minnesota State and the MSCF ("the parties") accept the language-clarification changes reflected below for the 2025-2027 MSCF CBA.

SUMMARY OF TA

In Article 22, Section 1, Subdivision 1 (Layoffs > Reasons), clarify that:

- The "written summary of the circumstances giving cause to the layoff..." is to be included in the layoff notice referenced in Art. 22, Section 1, Subd. 2; and
- The meeting to discuss layoffs must occur before November 15th or within one month of the date of the layoff notice, whichever is earlier.

In Article 8, Section 1, Subd. 8 (Shared Governance > Matters which Must Be Considered), clarify that:

- Layoffs of unlimited faculty must be discussed within one month following the date of the layoff notice or by November 15th, whichever is earlier.

PROCEDURAL CONTEXT

The contents of this TA are the result of pre-bargaining work jointly undertaken by the parties in an interest-based, CBA language-clarification workgroup.¹

¹ Representatives of the parties convened as a workgroup during late fall semester of 2024 and early spring semester of 2025 to explore ways that language in the 2023-2025 MSCF CBA might be revised to be made clearer, more user-friendly, and to better reflect the parties' shared intent and understanding.

At the outset of that workgroup process, the parties agreed to the following procedural ground rules:

This Tentative Agreement covers only the changes indicated herein. Other proposals, not included in this document, may be pending concerning some of these provisions, sections, and/or articles.

ARTICLE 22 LAYOFF AND FACULTY TRANSFERS

Section 1. Layoffs. Layoffs of unlimited faculty members may occur only when necessary for bona fide, good, and sufficient reasons.

Subd. 1. Reasons. The administration shall provide both the MSCF and the faculty member affected a written summary of the circumstances giving cause to the layoff and of the alternatives to layoff which have been considered. The written summary will be included in the layoff notice referenced in Subd. 2, below. If ~~a layoff~~ layoffs are to occur, the administration shall meet with the MSCF to discuss the layoffs at a Shared Governance Council meeting within one month following the notice of layoff or by November 15, whichever is earlier. ~~Such meeting shall be scheduled prior to November 15.~~

ARTICLE 8 SHARED GOVERNANCE AND ACADEMIC AFFAIRS

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Section 1. Faculty Shared Governance Council.

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- Aside from these groundrules, the parties' workgroup-related communications, as well as any respective notes and documents generated as part of the workgroup process, would not be used by one party against the other in any future grievance, arbitration, or any other type of contested-case hearing and/or litigation.
 - Any particular clarifications to the MSCF CBA language that the parties' representatives on the workgroup might tentatively agree upon would be brought as a formal joint labor-management proposal to the parties' bargaining of the 2025-2027 CBA, so that the proposed changes could be described at the bargaining table and recorded for purposes of bargaining history.
 - Accordingly, this TA was jointly presented and table-talked by the parties in collective bargaining on the date reflected in the header above.

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Topic: MSCF CBA Language Clarification: **Layoff Meeting Date**

Articles: 8 & 22

MSCF 2025-2027 Bargaining

Wednesday, August 13, 2025

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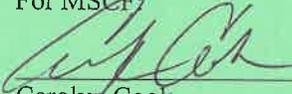
Subd. 8. Matters Which Must Be Considered. Proposals initiated by the administration to create or change existing policies and/or rules and regulations affecting faculty members will be submitted in writing to the local MSCF for reaction before a final decision is made by the administration.

Reductions in unlimited faculty members must be discussed within one month following the notice of layoff referenced in Article 22, Section 1, Subd. 2 or by November 15, whichever is earlier.

If agreement is not reached on a proposal at the first meeting at which it was considered, the administration shall take no action on the proposal for ten (10) days. At the request of the faculty, the proposal shall be reconsidered at a subsequent council meeting during the ten-day period.

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For MSCF:

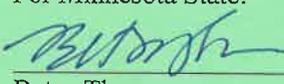
 9/12/25

Carolyn Cook Date
Co-Negotiator for MSCF

 9/12/25

Kevin Lindstrom Date
Co-Negotiator for MSCF

For Minnesota State:

 9/12/25

Betsy Thompson Date
Negotiator for Minnesota State

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