

the GREEN SHEET



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Negotiations 101 and a response to survey questions/comments:

by Anne-Marie
Ryan-Guest,
MSCF Vice
President –
Liberal Arts



A number of members wrote on their survey “why did we open the contract in this economic climate?” According to our contract, the letter to the chancellor requesting to open the contract for negotiations has to be sent no later than October 1st. So last September when the letter was sent, the state forecast and deficit did not look like they do today. However, we should never be afraid to bargain our contract.

Q: “Why all the questions about on-line?”

A: The contract is currently quiet with regard to on-line instruction. As more courses and sections are offered on-line, we wanted to hear from our members regarding the concerns you have with on-line delivery. If necessary, contract language can be crafted to address concerns and issues. Of course, that doesn't guarantee language; so far MnSCU has rejected every proposal presented regarding on-line.

Q: “Can you be assigned to teach an on-line course that someone else developed?”

A: Management has the right to assign, so yes you can. However you would have to develop your own materials for the course because the person who developed the course would maintain their intellectual property rights over their work. Remember: assignable equates to claimable.

The MSCF Bargaining Team

The MSCF Bargaining Team met with the MnSCU Team for the first time on March 2, 2009. We presented MnSCU with a what-if package similar to the IFO tentative agreement. MnSCU will share it with its constituents.



by Greg Mulcahy,
MSCF Chief
Negotiator

On March 9th, the teams met again. The purpose of the meeting was to further discuss and elaborate on the elements of the what-if.

We expect further conversation in about 2 weeks.

Q: “When the campus closes due to weather, what is the faculty member's obligation?”

A: Article 24 in the contract and MnSCU Board of Trustees Policy 4.4 addresses this question. “If a college closes faculty members will not be required to make up the time lost during such closing, and such faculty members shall not lose salary of benefits as a result of such closing.”

(continued on page 2)

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Negotiations 101 and a response to survey questions/comments:

Q: “Can you clarify the use of personal days?”

A: A full time faculty member accrues two days of personal leave per academic year and accumulated (unused) personal leave cannot exceed ten days. A faculty member may use no more than three days in any semester. A fourth and/or fifth day may be used with approval by the college president. Personal leave doesn't require an explanation for its use or prior approval except in the case of using the fourth or fifth day noted above or when 10% of the faculty at a campus request personal leave on a given day. Personal days may be taken in full or half days.

Q: The survey asked, “Do you have any contract language the team should consider?”

A: Several replied, “Would it really make a difference?” YES! The team members read every survey and every comment from our members. The team talks about and considers language changes that members offer as

suggestions; we look at the impact on a campus, the college, the membership and overall implications of the suggested language change. So yes, it does matter. Send us your wildest ideas, not all will come to fruition, but some will.

Q: “Why isn't overload paid in the semester that it is worked?”

A: Overload occurs when you teach above the 30/32 credit limit or the 27/40 contact hours. Any faculty member that teaches additional credits, or has greater contact hours in the fall semester, has not triggered the overload until the spring semester teaching load is taught. Once you teach the overload, then payment can be issued. When the start and end dates for the overload are known, you have the option of receiving payment as a lump sum or installments that span the length of the work performed.

Educating your Legislator

by Rick Nelson,
MSCF Legislative Chair



You all know the importance of the work we do in public higher education across the state of Minnesota. Never before in the history of our organization have we been in

this situation. We need our members to step to the plate and educate our legislators as to what we do. As you have seen us write before, many times legislators have said to our members “I didn't realize this is what you did.” They simply don't realize all the work that we do in the classroom, as counselors and in the libraries that effect what happens in public higher education. The legislators need to know how many hours we spend in and out of the classroom to prepare the workforce and the leaders of

tomorrow. They need to know that we work on curriculum and develop new instructional models for the classroom. They need to know that we as faculty members develop the online classes that many of our members are teaching today. They need to know that we serve on campus wide committees that help our students reach their full potential.

It is imperative that each of us do our duty and talk to our area legislators. At the bottom of this message we have included some key messages and talking points for you to use when you visit with legislators.

We must get engaged and stay engaged until the legislative body recesses on May 19, 2009. We thank all of you who attended the town meetings held by the House and Senate. We heard from many legislators that students and faculty, as well as administrators, spoke

up about what would happen to our public higher education system if the governor's proposed budgets were enacted into law. At the end of the day it's imperative that we still let the legislators know how this impacts us now, as well as how will it will impact us well into the future.

Thanks again to those of you speaking up. We encourage everyone to stay involved, stay engaged, and let the legislators know what we do. Feel free to use the talking points listed on page 3 to assist you, and even add your own personal stories about your campuses and how the cuts will affect your college.

For the MSCF Legislative Steering Committee, thank you for the opportunity to share this message. Remember to check the MSCF website www.minnesotastatecollegefaculty.org for updates on legislative activity and happenings in St. Paul.

MSCF Key Messages, 2009 Legislative Session

MSCF members, your voices are needed to tell the story of the importance of higher education in Minnesota. We are the ones who will train and re-train Minnesota's workforce of tomorrow. If our institutions are funded properly, we can play the key role in helping our state and our communities emerge from these challenging economic times. And because of our strong faculty, we are positioned to do it better and faster than almost any other state.

Whether you are speaking to legislators, MnSCU officials, or members of the public, your message must be clear: **It all begins with faculty, counselors, librarians and classroom instructors who work together to provide the core mission of MnSCU schools. That mission and its faculty must be protected.**

Focus on the essential: When a system is facing cuts, the core mission must be protected. Cuts simply must not reach the faculty and programs. We need to save the core curriculum and program development, but most important, protect the learning experiences which faculty provide.

Students must have the opportunities they need to be successful in the workforce of today and tomorrow.

Minnesota and its communities need its MnSCU schools to educate and re-educate a workforce that will help the state in its economic recovery. MnSCU schools provide Minnesotans with the unique skills that can attract businesses to our state. The best economic stimulus is a well-educated workforce. These are the workers that will build our economy and strengthen our communities.

Minnesota's military veterans provide an invaluable public service to our state and our nation. Minnesota, and the MnSCU system, must do everything possible to support our veterans' educational future and economic security.

In conjunction with the Minnesota National Guard, the Minnesota Department of Veterans Affairs and MN OnLine, MnSCU is implementing a statewide Veteran's Reintegration Program to provide higher education information and services through the entire "deployment cycle" for military personnel and to returning military and their families.

Minnesota needs to maintain its longstanding investment in higher education, which will provide quality and affordability for its students.

Since 2003, cuts to higher education of more than \$239 million have threatened Minnesota's status as a national leader. Much of that burden was taken on by students in the form of large tuition hikes. Minnesota public college students now pay the nation's second highest tuition-and-fee rates. And Minnesota now ranks 38th out of 50 states in state appropriations for higher education over the past 10 years.

Any budget solution must include a mix of cuts and additional investment in Minnesota's higher education system.

Higher education in Minnesota must remain within the financial reach of the students who need it. Minnesota must provide adequate resources for that to happen.

Great things are happening in MnSCU schools. We need to keep it that way.

MnSCU schools produce more than:

92% of the state's new mechanics

89% of the state's construction graduates

89% of the state's law enforcement graduates

82% of the state's nursing graduates

50% of the state's teacher graduates

41% of the state's business graduates

These are the workers that will build our economy and strengthen our communities.

A New Service

This spring, MSCF will compile a list of our temporary faculty who are MSCF members and distribute it to College Human Resource department-



by Greg Mulcahy,
MSCF President

ments. MSCF is doing this as a courtesy to the Colleges and a service to our temporary members. The list will make it easier for the College's to find faculty and will, we hope, keep MSCF members working.

MSCF Officer Election:

Candidates' Personal Statements

MSCF will conduct the Constitutional Officers election for Liberal Arts Vice President, Technical Vice President and Secretary on April 2, 2009. For more information regarding the election, and how to request an absentee ballot, please visit our new website, www.minnesotastatecollegefaculty.org.

The following are the nominated candidates' personal statements. The order in which the names appear was a random drawing.

LIBERAL ARTS VICE PRESIDENT



Patrick Spradlin

College:
Central Lakes College

Credential Field:
Theatre, Speech (dual assigned fields)

As a seventeen year member of the Association, I have served as a member of statewide committees, been a member of the bargaining team, and served six terms as local chapter president. I would be honored to serve as a state officer. I believe the Association is facing challenging times, times that call for rational decisions, passionate advocacy, and renewed commitment to those principles which made us strong: professionalism, hard work, and compassion. As Liberal Arts Vice President, I would apply my energy to that renewal.



Anne-Marie Ryan-Guest

College:
Normandale

Credential Field:
Economics

I am seeking reelection as the Liberal Arts Vice President because I am committed to working for, with and on behalf of the membership of MSCF. The state's current economic crisis has many of us concerned about employment, the future of higher education, and our own personal well-being. MSCF needs strong, experienced leadership to weather this storm. I stand ready, strong and committed to fight for funding, protect our contractual rights and preserve jobs for MSCF members. I am asking for your support and vote on April 2nd for Liberal Arts Vice President.

SECRETARY



Gregory Wright

College:
Rochester

Credential Field:
Counselor

During the last three years I have worked to insure that all faculty are informed about the essential information delivered at the MSCF board meetings by authoring the [Board Highlights](#). This effort has helped to keep our members informed and better able to participate in union activities. I have served members and the union for several years; I ask for your continued support. I am humbled by the trust that members have placed in me and will continue to represent their best interests on the Executive Committee and will continue to work for members in whatever capacity that I can.

TECHNICAL VICE PRESIDENT



**Kevin
Lindstrom**

College:
Anoka Technical
College

Credential Field:
Counseling

I am seeking the MSCF Technical Vice President position for the same fundamental reason that has prompted my many years of union involvement: to my core, I believe in the essential value of what happens daily in our classrooms, labs, libraries, and counseling offices. During my 19 years at Anoka Technical College I have served the union as lead contract negotiator, state faculty rights chair, part-time field staff member, and local leader. I am committed to being a strong, fully engaged, cooperative Technical Vice President. I would appreciate your vote, so that my experience and commitment can work for you.



**Mary
Belanger**

College:
Dakota County
Technical College

Credential Field:
Electronic
Publishing and
Graphic Arts

Career and technical
program perspective:

- 16 year program instructor
 - Classroom experience
 - Online teaching experience
 - Curriculum, equipment, program planning
- Current second term State Executive Committee Member at Large
- Current MSCF Board Member
- Past/current committee member on various state and local levels
 - 5 yr. campus President
- Multi-campus, consolidated outstate perspective
 - Central Lakes College, Staples
- Metro technical campus perspective
 - Dakota County Technical College

I would be honored to represent you as the next MSCF Technical Vice President



**Rik
Stirling**

College:
Hennepin
Technical
College/Eden
Prairie

Credential Field:
Audio Recording
Specialist

After careful consideration, I accepted the nomination for Technical Vice President for one primary reason: to serve Technical faculty. To this end, it is my desire to:

1. Be a resource for Technical faculty, offering a perspective that comes with the following experience: MSCF Board of Directors member/Chapter President for 8 years, SGC President since it's inception, 11 years of Trade and Industry instruction at Hennepin Technical College, and former elected member of State MSCF Executive Committee.
2. Articulate those dynamics unique to Technical Education as a Member of the Executive Committee, to champion the perspective of Technical Educators.

**MSCF will conduct the Constitutional Officers election for Liberal Arts
Vice President, Technical Vice President and Secretary on**

April 2, 2009

For more information regarding the election, and how to
request an absentee ballot, please visit our new website:

www.minnesotastatecollegefaculty.org

Contract Talk

by Kari Ann Cruz and Bill Haring, MSCF Field Representatives



A couple of thoughts are in order before we highlight some contractual provisions for this edition. All faculty should be on a first-name basis with their chapter grievance rep. Your chapter grievance rep is your best resource for all contractual questions and issues. H/she has been trained and has the ability to access MSCF field staff for any questions that arise. Faculty should never hesitate to request support from the chapter grievance rep whenever there is doubt about how a particular issue is being addressed. Failure to seek advice/support in a timely manner may impede the Union's ability to favorably resolve issues for members.



Layoff

Faculty who have either received a notice of layoff or are currently on layoff with claiming or recall rights should be reviewing the position vacancy postings that are maintained and published through MnSCU's Office of the Chancellor Employment Opportunities bulletin. This bulletin is updated every Monday at the following web link: <http://www.mnscu.edu/about/jobopportunities/index.html>.

To claim a vacant position, faculty members must notify in writing the Office of the Chancellor and the Human Resources Director at the college of the posted vacancy. The intent to claim a posted vacancy must be made within the fifteen (15) day posting period. Faculty who either hold the credential field or meet the system established minimum qualifications and have met the recency requirements may claim vacant unlimited full-time, temporary full-time or unlimited part-time positions.

Technical faculty, with an unlimited full-time status and five or more years of service, have two options to choose from. Option A includes tuition support dollars, recall or claiming rights, sick leave liquidation pay and employer paid insurance for a year. Option B is a choice to sever all employee rights with the college. In choosing this option, faculty receive \$12,000, sick leave liquidation pay and employer paid insurance for a year. This choice must be made in writing within 30 days of the effective

date of the layoff, and if a choice is not made the default is Option A. Layoff benefits for technical faculty with four years of service include recall or claiming rights, sick leave liquidation pay and employer paid insurance for six months.

Layoff benefits for liberal arts faculty with unlimited full-time status include reassignment for retraining, tuition support, claiming rights, sick leave liquidation pay and employer paid insurance.

Hiring Practices

Under Article 20, Section 7. The language for Hiring Practices says that the system will employ no less than seventy percent (70%) as unlimited full-time faculty and each college will employ no less sixty percent (60%) as unlimited full-time faculty. The Office of the Chancellor compiles rosters of all unlimited full-time faculty and is verified by the

parties. The difference in the numbers of unlimited full-time faculty compared to the minimum percentages required in the contract will determine how many positions will need to be posted. Required postings need to be done by May 1 to ensure system and college compliance by the start of the following academic year.



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MSCF

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www.minnesotastatecollegefaculty.org

AFT Conference

by Joe Juare,
MSCF Treasurer

“Mobilizing the Union to Revitalize Higher Education”

Miami Beach, FL /March 6 – 8, 2009

Earlier this month, several members of MSCF leadership as well as Education Minnesota staff had the opportunity to attend the AFT Higher Education Conference in Miami Beach. The conference was packed with interesting workshops and forums. Some of the topics covered were: Getting Members Involved, Campus Safety, Political Action, Workplace Bullying, Academic Freedom in the Digital Age, Green Campus Initiatives and AFT Electronic resources.

President Mulcahy was chosen to moderate a forum on legal issues where one of the topics covered was:

Will opportunistic administrators use the current economic crisis to weaken collective bargaining agreements? Given our current political landscape in Minnesota, the MSCF leadership is keenly aware of this issue and others like it, thus making President Mulcahy the perfect choice to lead this discussion.

This was a very informative conference and each of the attendees gained valuable insight into the state of higher education nationally as well as information and techniques we can use to benefit our union and our members.



Visit our website: www.minnesotastatecollegefaculty.org

MSCF Delegate Assembly Schedule

April 17, 2009

Doubletree Hotel Park Place
1500 Park Place Blvd
Minneapolis, MN 55416

www.doubletreeminneapolis.com

10:00 a.m.	Delegate Assembly Convenes Park Ballroom
12:00 Noon	Delegate Assembly Lunch Lower & Upper Atrium
4:00 p.m.	Delegate Assembly Adjourns
4:30 p.m. – 5:30 p.m.	Social Hour Park 2
5:30 p.m. – 6:30 p.m.	Dinner for Board Members Park 2
6:30 p.m.	Board Meeting Convenes Park 1
8:30 p.m.	Board Meeting Adjourns
After Adjournment	Hospitality Room Orchard Suite

**MSCF Delegate Assembly
and MSCF Board of Directors**

Friday, April 17, 2009