

the GREEN SHEET



VOLUME XXI, ISSUE 1

The Official Publication of the Minnesota State College Faculty

NOVEMBER 2019

Contract Tentative Agreement

By Kent Quamme, Treasurer

MSCF wrapped up its contract negotiations with Minnesota State on Thursday, November 14, at 9:00 PM. While it seemed to be a long and arduous round of bargaining, it is still one of the earliest times we have come to an agreement. Your MSCF bargaining team put in many days and long hours designing this round, in discussion amongst ourselves and with the Minn State team, and in the end, we have an end product that we can present to the faculty.

We start the 15 day contract visit meetings on November 25 and finish up with the campus contract ratification vote on December 16. These will be long days for the team with many miles and meetings between us.

The agreement has some substantive changes, but much of the language this round is clarifying existing language, or fixing and making technical corrections. In places, we took existing concepts that were in place through Memorandums of Understanding, or Memorandums of Agreement, and memorialized them in the contract. Items such as the MOU on Article 19 – insurance language from last round and coalition bargaining and an MOU on Article 22 (Faculty



Layoffs) regarding retraining in the summer, have been incorporated into this new contract.

Some existing language was modified for clarification in this round of bargaining. In Article 11, the workload arbitration and lawsuit settlement language was modified to clarify procedures on workload. While Article 11 was modified, none of the modifications change any of the concepts already in the article. One change in Article 11 was regarding science labs. While science lab ratios haven't changed (they are still 2:1), this language has been moved from the former MCCFA section into the main section to include former UTCE faculty. Another modification in Article 11 was to clarify librarian schedules and incorporate the counselor

2019 MSCF Officer Election Results

Vice President



Matt Dempsey

Normandale Community College

language into the librarian section. We clarified language for Test outs (Credit for Prior Learning), Applied Music, Early Notice of Retirement, and Summer Pro Rata Pay.

We have also added new language to the contract in Article 11 and Article 24. In Article 11, under Student Activities, we added language for coaching Clay Target Shooting that pays on par with golf coaching. Get it? On Par? Hello...is this thing on? Another new piece of language is in Article 24 that deals with tuition waivers and survivor benefits. It extends the tuition waiver benefits out to survivors for five years after a faculty member's death.

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My First Green Sheet

By Matt Dempsey, Vice President

First, thank you to all of the MSCF members who voted in the election. I am honored to have been elected and promise to work hard to honor the trust you have showed in me.

I look forward to getting out and visiting our campuses to experience first-hand what is going on, both good and bad. While we have many challenges that require our attention, we must not forget all the great things our members and their students are doing for this state. Those stories cannot be shared too often.

A little about me: I have been at Normandale since 2001 and teach Mathematics. I live in Bloomington with my wife, Anne, and two children, Emma and Ethan. At Normandale I have been active in the MSCF Chapter, as you might expect, and I have been an advisor for Phi Theta Kappa since 2001. If you don't find me at Normandale or at home, I am probably on a lacrosse field where I am an active official working games from youth to college.

Since election was finalized just about a week ago, I don't have many specifics about my duties, plus there has been a bit of a frenzy preparing for the contract vote. I expect to sit down in the coming

weeks with the other MSCF officers to identify where my time and effort is most needed. I do hope to continue on the Negotiations Team going forward.

One area of obvious importance is engaging our members in the work we do. As I was looking around the MSCF website, I happened across the archive of old Green Sheets. The oldest issue is from August 2004 and the headline then was "Welcome to a new school year! You're encouraged to get involved with MSCF". The need for member involvement is not new yet must be high priority for everyone involved in our organization.

The second headline in the August 2004 Green Sheet was "Election participation – Why bother?" Another issue that is still with us and, like member engagement, is arguably more important today than ever. I am looking forward to working with our legislative/government relations committee during the 2020 legislative session and the elections next fall.

Is it a surprise that the issues at the top of our priority list in 2020 are so similar to those from 15 years ago? I don't believe it is. It is often easier to get people engaged for a short, intense effort than to keep working



over a longer period especially when there will never be a point where you say you are done. That is our big challenge. What can we do to mobilize our members to continue working on issues over the long term? What resources do two-year college faculty need to continue and improve the great work they do year in and year out? How can we maintain our efforts to oppose ideas that would negatively impact our students, our campuses and our members? There is no one answer to these questions. However, nearly every solution put forward has one thing in common: the work will be more effective the more who are involved. Thank you again for your support. I look forward to hearing from all of you and rolling up my sleeves to work on the behalf of our members, our students, and our colleges.



www.msfcfmn.org

The Green Sheet is published two to three times a year by the MSCF. Authors include MSCF officers, faculty members and staff.

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MSCF is an affiliate of Education Minnesota, NEA and AFT. Printed at Education Minnesota. 

MSCF Day at the Capitol

By Mark Grant, Governmental Relations Chair/Lobbyist

When:

Wednesday February 19th (evening)

Thursday February 20th

What:

Wednesday - Dinner and a program with key legislators. A chance to connect with faculty from across the state and hear from legislators about Higher Education and the 2020 session

Thursday - A day of meeting with local legislators and sharing the stories from your campuses.

Registration page will be open shortly - so save the dates and join MSCF faculty from across Minnesota as we converge on the Capitol for a day of conversations, education and advocacy.



Contract ratification vote

November 23

Board of directors approves documents for contract vote process

November 25

Official Notice of contract ratification vote distributed to each chapter for immediate posting and posted to the MSCF Website.

November 25-December 4

Absentee ballots can be requested between these dates

December 16

A secret ballot vote held on all campuses at a time(s) and place as determined by the board leadership for each college/campus. Absentee ballots must be postmarked by this date.

December 17, 2019

All voting materials must be postmarked to the state office by this date

December 18, 12:00 pm

Written complaints of alleged vote irregularities shall be considered only if received (US Mail or FAX) at the MSCF office by this deadline. Signature of the complainant is required.

January 8

MSCF Staff tabulates and verifies vote totals and secures all ballots.

January 10

Certification of the vote results by the MSCF Board of Directors via conference call. Official vote results printed in the next edition of the MSCF Green Sheet, posted to the MSCF website, and distributed to board representatives via e-mail.

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Minn State has also agreed to form a workgroup with MSCF to explore mechanisms/avenues for Technical faculty, who have no option for advanced degrees, to move across columns.

Along with the language changes, there are economic features such as increasing the honaria/stipend

limit from \$1,000 to \$4,000 and increasing the Credit for Prior Learning fee from \$25 per credit to \$75 per credit minimum. All those eligible on the salary grid will receive a step increase in January 2020, and everyone on the grid will receive an increase on their base (ongoing) of \$1,775 in July

2020. Those at the top of the salary grid will receive a one-time dollar amount of \$1,500 in January 2020.

Even though this round of negotiations seemed difficult, I am proud of our MSCF negotiations team and I am happy to present the new 2019-2021 Collective Bargaining Agreement to you.



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Correction:

In the May 2019, Volume XX, Issue 3 Green Sheet DA summary, Resolution D was listed as failed. The summary should have stated the resolution was ruled out of order.

Contact information

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MSCF Board Meetings

February 21, 2020

April 4, 2020

Delegate Assembly

April 3, 2020

Education Minnesota Rep. Convention

April 24-25