



2021-2023 MSCF Contract

Tentative Agreement Presentation

October 3 – October 25, 2022



Article 19 Insurance

MOU – Insurance coalition bargaining, signed September 2021

■ Premium Increase:

- MN Advantage Health Plan premium increased 3.6% for 2022
 - Single Coverage increased \$1.10 per month to \$37.74
 - Family Coverage increased \$7.50 per month to \$257.50
- 2% increase in 2023

■ Dental premiums remain the same in 2022

- \$13.50 single
- \$53.40 family
- \$2.00 increase in family 2023 to \$55.40, single same

Article 19 Insurance

■ Health Plan Improvements

- Effective date of coverage for new hires changed to 30 days from the date of hire (was 35)
- Adds language for coverage of eye exams due to injury or illness without a referral
- 3-D mammograms included as preventative care
- Changes for emergency room visits:
 - Co-pay for emergency room visits will no longer be subject to the deductible.
 - Cost Level 1 co-pay remains at \$100
 - Cost Level 2 co-pay increases (from \$100) to \$125
 - cost level 3 co-pay increases (from \$100) to \$150
 - Cost level 4 changes from 25% co-insurance to \$350 co-pay

Benefit Provision	Benefit Level 1	Benefit Level 2	Benefit Level 3	Benefit Level 4
Emergency Room Copay	\$100 <u>not subject to the deductible</u>	\$100 \$125 <u>not subject to the deductible</u>	\$100 \$150 <u>not subject to the deductible</u>	N/A – subject to deductible and 25% coinsurance to OOP maximum <u>\$350 not subject to the deductible</u>

Article 19 Insurance

- **Updated plan year dates for 2021-2023**
- **Clarifies spouse eligibility**
- **Updated language providing eligibility for a child “with a disability”**
- **Advantage benefit chart updates (see handout)**
- **Deletes language from old wellbeing incentive program**
- **Adds language for coverage of eye exams due to injury or illness without a referral**
- **With the approval of the Joint Labor Management Committee on Health Plans...**
 - Clarifies SEGIP’s ability to develop and implement health promotion and health education programs and other programs as agreed upon
 - provides for the ability to develop and implement pilot programs that seek to control costs, streamline the delivery of services, or enhance services to members
 - Allows for temporary plan changes due to a state or national emergency for the duration of the emergency and up to a thirty-day run-out period, to include changes in benefit design, enrollment, billing, and waivers of out-of-network restrictions and costs, and changes to protocols required to provide members access to benefits
- **Short-term disability open enrollment is offered every 5 years**

Juneteenth Holiday

ARTICLE 10

WORK YEAR AND WORK WEEK

Section 2. Holidays.

Subd. 1. No faculty members will be scheduled to work on the following holidays: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Juneteenth (beginning in 2022), Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day and any other holidays provided by Statute. When any of the holidays fall on Saturday, the preceding Friday shall be the holiday. When any of the above holidays fall on Sunday, the following Monday shall be the holiday.

Major Sports Head Coach Compensation:

- **Art. 11, Section 9, Subd. 1.A (Head Athletic Coach Assignments)**
 - 7 credit assignments are increased to 9 credits, effective July 1, 2022.

Summer Insurance Coverage

- **Art. 19, Section 2 (Eligibility for Group Participation), Subd. 2 Faculty Members – Special Eligibility, E. Summer Coverage – Temporary Faculty**
 - Clarifies and potentially expands the situations under which a temporary faculty member will receive summer insurance coverage.
- **Art. 19, Section 2 (Eligibility for Group Participation), Subd. 2 Faculty Members – Special Eligibility, F. Summer Coverage – Probationary Faculty**
 - Clarifies and potentially expands the situations under which a temporary faculty member will receive summer insurance coverage.

Overload for TPT

- **Art. 20, Sec. 5, Subd. 1 (Overload Assignments for Temporary Part-Time)**
 - Deletes Art. 20, Sec. 5, Subd. 1 relating to overload assignments for temporary part-time

Preamble

- **Preamble**

- Language amends and broadens aspirational Preamble language so that it encompasses diversity, equity, and success considerations related to both faculty and students.

Advising

■ **Art. 11, Section 1, Subd. 12 – Advising**

- Language modifies current CBA language to align and reflect - for both Former-MCCFA and Former-UTCE faculty – a shared understanding of:
 - (1) the term “faculty advising,”
 - (2) partnership and collaboration between faculty and staff in other areas such as DEI and Academic- and Student-Affairs in the college’s student success efforts
 - (3) the scope of students with whom faculty generally will be engaging in faculty advising, dependent on whether technical program or general ed discipline.

Column Placement and Advancement

- **Art. 13, Section 3 (“In-Field and In-Field Advanced Degrees and Credits”)**
 - Provides circumstances for “in-field” treatment of up to 6 undergraduate or graduate credits for which the underlying course content was directly focused on cultural competency and/or cultural-fluency considerations related to diversity, equity, and/or inclusion.

■ Art. 13, Section 4 – Column Advancement

- Restructuring and clarification of existing Column Change language in CBA to accommodate pilot language for alternative-path based column advancement and to enhance user-friendliness of language.
- Pilot for alternative-path based column advancement. Starts upon legislative ratification of CBA. Sunset: June 30, 2025.
- In pilot language, clarified differences in eligibility criteria for faculty who hold credential fields and faculty (e.g., TPT) who instead have designated assignments” per Minnesota State Board policy.
- For column advancement based on “alternative paths,” strong encouragement for faculty and supervising administrator to discuss/pre-approve activities that satisfy criteria for advancement. Written pre-approval signed by college president will be honored by college administration in future.

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- Permits faculty member to include in application portfolio activities/experiences begun/completed prior to start of pilot.
 - Recognition that official industry certified coursework/training will not be excluded by virtue of its occurring as part of occupational employment
 - Official industry-recognized certifications must signify expertise and rigor beyond that of any certifications students receive as part of successfully completing the college's program.
 - Applications and portfolios reviewed by both college HR and college Academic Administrators, who may choose to consult with program advisory committee, other subject-matter experts in the field, and/or system office
 - Initial denials may be appealed to college president
 - Process exists for state MSCF to bring good-faith, meritorious concerns to system-level Joint Labor Management meeting, after which the JLM committee may, with respect to the college's decision, issue a statement indicating the outcome of the JLM discussion (concurrence, impasse, or a recommendation for the college's reconsideration of the faculty member's application for column advancement.)

Tuition Waiver

▪ **Article 24, Section 3. Tuition Waiver at Minnesota State Colleges**

- Expansion of tuition-waiver benefit for temporary part-time faculty members as follows:
 - For TPT and fixed-term faculty member's own use
 - No minimum-credit eligibility threshold (provided faculty meets credit threshold for TPT status = at least 5 credits/semester)
 - Faculty member can self-enroll in as many TW credits as the faculty member is assigned, up to maximum of 12 credits/semester

Fixed-Term Appointments

■ **Art. 20 – Appointments and Credential Fields:**

- Establishes new “Fixed Term” appointment type for both full-time and part-time faculty;
- Deletes existing Sec. 4 regarding temporary full-time appointment status (converted temporary full-time continues to exist)
- Both fixed-term full-time and fixed-term part-time assignments are for a duration of not less than 1 academic year and not more than 3 academic years. Positions must be posted.
- Provides terms regarding termination of fixed-term appointments, claiming of fixed-term appointments by faculty on layoff
- Section 7, [new] Subd. 3 – Pilot: Inclusion of Fixed-Term FTE Toward Hiring Practices. Pilot is for Fiscal Years 2023, 2024, 2025, and 2026. 50% of total guaranteed FTE of fixed-term full-time and 50% of total guaranteed FTE of fixed-term part-time counted towards hiring-practices thresholds during pilot.

Department & Division Chairs/Coordinators

- Streamlines and clarifies the current provisions of the CBA referenced above by elimination of bifurcated sections based on Former MCCFA vs. Former-UTCE distinctions.
- Creates a new section, Section 10, in Article 11 that provides terms for all Department and/or Division Coordinators/Chairs, both Former-MCCFA and Former-UTCE.
- Increase \$2500 annual Former-UTCE stipend amount to \$3,300 annually

Student-Choice Multi-Modal Courses

- **Art. 11, Section 8 – Alternative Delivery Add new subdivision (Subdivision 3): “Student-Choice Multi-Modal Courses: Development and Delivery” [PILOT]. Limited summary:**
 - Pilot: Begins at start of first full semester after legislative ratification of CBA. Sunsets: June 30, 2025.
 - Identifies required elements/characteristics for courses to be covered under pilot language. Pilot language is not tied to the “media code” assigned to the course. Two sub-categories of courses under the pilot: “bi-modal” and “tri-modal.”
 - Assignment by mutual agreement between faculty member and administration, with notice to the MSCF Chapter.
 - No appointment-status limitations.
 - Class-size limits for initial delivery: 30 students or in-person class maximum, whichever is less.

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- Provides for first-time course-design stipend as follows:
 - Tri-modal courses: \$750 per credit that college has assigned to the faculty member to deliver a specific course through this modality, capped at \$2250.
 - Bi-modal courses: ½ the tri-modality per-credit rate and \$ maximum.
 - Amount of course-design stipend is not dependent on the number of grading-cohorts of students the faculty member is assigned to teach.

 - Provides stipend for faculty member's first-time delivery of the course at the college using student-choice multi-modal instruction as follows:
 - Tri-modal courses: \$250 per assigned credit capped at \$750 per specific grading-cohort of students.
 - Bi-modal courses: ½ the tri-modality per-credit rate and \$ maximum.
 - Faculty member will receive first-time delivery stipend for each specific grading cohort of students for whom the faculty member is assigned to deliver the course using multi-modal delivery for the first time (e.g., faculty member's first semester of delivering the multi-modal course).

Economic Elements

- FY 2022 (Academic Year 2021-22)
 - 1 step advancement, effective 7/1/2021, for returning MSCF members not already at the top step
 - \$1,955 lump-sum payment for MSCF members already at top step (prorated to FTE for unlimited part-time and temporary part-time faculty)
- FY 2023 (Academic Year 2022-23)
 - \$ 1,700 ATB effective 7/1/2022
- **Adjunct Wages**
 - Increase per-credit rates for adjunct faculty in Art. 13, Section 14, Subd. 2, effective for spring semester 2023 assignments:
 - Increase the current minimum per-credit adjunct rate from \$525 to \$775
 - Increase the maximum per-credit adjunct rate of \$1,400 to \$1,650.
 - Double the “bump” for adjuncts hired at a Minnesota State college who have held an adjunct appointment at a Minnesota State college in a previous academic year from a \$100-per-credit increase to a \$200-per-credit increase

Career Steps

▪ **Art. 13, Section 6, effective 7/1/22:**

- Add new, second Career Step in at beginning of 21st consecutive year of service for eligible faculty who have completed 20 consecutive years of service as of 7/1/22.
- Includes a one-time “catch up” provision for otherwise eligible faculty, who, as of July 1, 2022 have completed more than 20 consecutive years of service.
- The “catch up” = 1 step or, if faculty member is at top of schedule, a lump-sum equivalent to a step (\$1955). Lump sum prorated for part-time faculty.

Initial Step Placement: Time-Limited Increase to Maximums

■ **Art. 13, Sec. 1, Subd. 1 – Initial Step Placement**

- Effective upon ratification of CBA, increases initial step placement for Columns I through III by two steps, increases initial step placement for Column IV by one step. No change to CBA's initial Step placement for column V.
- These initial-step-placement increases will sunset on June 30, 2025

Technical Changes

- **Technical non-substantive changes to contract (grammar, structure, typos, etc.) language in numerous articles**

