

MSCF Minute



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Contract Tentative Agreement

by Kevin Lindstrom, MSCF President

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On Tuesday, March 20, we reached a tentative agreement with the management team on the 2017-19 contract. This is the culmination of many, many days of bargaining dating back to April of last year. Please join me in thanking the members of the bargaining team for their tireless efforts on behalf of all faculty.

In accordance with Article IX of the MSCF Bylaws, the MSCF Executive Committee has called a Special Board meeting for this coming Saturday, March 24, beginning at 1:00 p.m. (lunch will be provided at noon) at the Education Minnesota building. The purpose of the meeting is to review the tentative agreement and have the Board give its tentative approval or rejection. In the event a Board member is unable to attend, the chapter may send a substitute. It is critical that we have all chapters represented at this meeting.

We are pushing the timeline for this meeting, chapter meetings to review the tentative agreement, and the ratification vote in order to get a finished product, if approved, to the Minnesota State Board of Trustees in time for their April 17-18 meetings. Approval by the Trustees at those meetings would allow the agreement to get to the legislature for their approval (at which point the agreement goes into effect)

regarding the current concept of two-year workload averaging. There will be new language which provides a financial incentive for providing early notice of intent to retire. Most significantly, much of the bifurcation in the layoff article will be eliminated.

On the financial side there are also a number of changes. There will be across-the-board salary schedule increases, 1.6%

receive a step increase. Again, at the point of implementation, those who meet the career step service requirement who are already at the top of the salary schedule will receive a lump sum equal to a step.

The final element of the settlement establishes small groups to explore the topics of multi-campus and multi-college assignments, as well as life/work experience evaluation and test-outs. The idea of the small groups is to generate ideas that could lead to future memorandums of understanding or bargaining language. Each of the small group topics either have current outstanding issues or are projected to have issues in the near future.



Click on Kevin's picture for a more in-depth bargaining update.

prior to adjournment of the current legislative session.

The tentative agreement includes language changes on a number of topics. Some of them are relatively minor and/or represent the incorporation of previously agreed to constructs. Other language changes are new and/or quite substantive. For example, the parties agreed to a diversity statement, which will appear in the preamble to the document. There will be substantive language changes

effective July 1, 2017 and 2.4% effective July 1, 2018. The top of the per-credit salary range for adjuncts will move from \$1200 to \$1400, effective July 1, 2018. The supplemental retirement maximum contribution will increase by \$100 in 2018-19. Finally, a career step will be instituted to provide a step advancement to faculty after 15 continuous years of service. At the point of initial implementation of the career step (July 1, 2018) all faculty at or beyond the 15 continuous years of service will

As mandated by our Constitution and Bylaws, we will schedule a visit to each chapter to present the tentative agreement in detail. We will present the visit schedule to the Board on Saturday and intend to begin the visits next week. I look forward to seeing you soon to discuss the tentative agreement.

Education Minnesota Foundation Grant Application Deadline Fast Approaching

The higher education professional development grant spring deadline is 4 p.m., April 6. Higher education faculty may request up to \$3,000. Click [here](#) to apply.