



Minnesota State College Faculty

Dear Faculty,

In the spring of 2016, MSCF won an arbitration against Minnesota State clarifying how workload for certain assignments should be calculated. As a result of the arbitration award, Minnesota State initially paid out over \$300,000 in back pay; however, they refused to follow the arbitration decision moving forward. In the winter of 2017, we filed a lawsuit against Minnesota State for refusing to comply with the arbitration decision. **Today we are thrilled to announce that we have reached a settlement that 1) ensures Minnesota State will correctly calculate workload moving forward and 2) lays out a claims process for work done during the 2016/17 and 2017/18 academic years that was paid incorrectly.**

Faculty who are impacted by the decision should receive a lump sum payment covering back pay for the 2018/19 academic year shortly; however, under the conditions of the settlement, faculty will need to submit claims for the 2016/17 and 2017/18 academic years. To ensure that every faculty who is owed back pay receives it, we have created a plan to assist faculty with submitting their claims. The document included with this letter and our website, <https://www.msfcfn.org/workload-settlement> contain information to help you identify if you have a potential claim and how to get started with the claims process. **All claims must be submitted by October 31, 2019.** You can also contact us at mscfsettlement@edmn.org or 651-767-1262 with any questions.

This settlement is the culmination of a process that began almost ten years ago and exemplifies what we can achieve when we work together in union. Without the support of our members, the years of grievances, arbitrations, and litigation would not have been possible. With the potential for total back pay to exceed \$2 million, this is a tremendous win for all our members whose support for and solidarity with other members make victories like this possible. We do together what we could not do alone.

In Solidarity,

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