

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES**

**Agenda Item Summary Sheet**

**Committee:** Human Resources Committee    **Date of Meeting:** May 19, 2009

**Agenda Item:** **Minnesota State University Association of Administrative and Service Faculty Bargaining Agreement**

Proposed Policy Change       Approvals Required by Policy       Other Approvals       Monitoring

Information

**Cite policy requirement, or explain why item is on the Board agenda:**

Board approval of the negotiated terms in the contract is required prior to presenting it for approval by the Subcommittee on Employee Relations.

**Scheduled Presenter(s):**

Bill Tschida, Vice Chancellor for Human Resources  
Mary Leary, Associate Vice Chancellor for Labor Relations

**Outline of Key Points:**

The Minnesota State Colleges and Universities and Minnesota State University Association of Administrative and Service Faculty (MSUAASF) reached a tentative labor agreement that calls for no across-the-board salary increases or annual step increases for the next two years. The agreement leaves current terms and conditions in place.

**Background Information:**

The current contract with the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) is set to expire June 30, 2009. A tentative agreement was reached with MSUAASF on April 2, 2009. It is anticipated that the MSUAASF membership will ratify the contract on May 15, 2009. It is now being brought forward to the Board for approval before moving on for legislative approval.

**BOARD OF TRUSTEES  
MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD ACTION**

**MINNESOTA STATE UNIVERSITY ASSOCIATION OF  
ADMINISTRATIVE AND SERVICE FACULTY BARGAINING AGREEMENT**

1     **BACKGROUND**

2     The current contract with the Minnesota State University Association of Administrative and Service  
3     Faculty (MSUAASF) is set to expire June 30, 2009. A tentative agreement was reached with  
4     MSUAASF on April 2, 2009. It is anticipated that the MSUAASF membership will ratify the contract  
5     on May 15, 2009. It is now being brought forward to the Board for approval before moving on for  
6     legislative approval.

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8     **RECOMMENDED COMMITTEE ACTION**

9     The Human Resources Committee recommends that the Board of Trustees adopts the following  
10    motion.

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12    **RECOMMENDED MOTION**

13    The Board of Trustees approves the terms of the 2009-2011 labor agreement with the Minnesota State  
14    University Association of Administrative and Service Faculty (MSUAASF), and authorizes the  
15    Chancellor to sign the agreement on behalf of the Board.

16  
17    *Date of Board Action:            May 20, 2009*

18    *Date of Approval:                May 20, 2009*

19    *Date of Implementation:         July 1, 2009*

Settlement Summary  
Prepared for the Board of Trustees  
May 19, 2009

**Minnesota State University Association of  
Administrative and Service Faculty Contract**

Minnesota State Colleges and Universities has reached a tentative settlement with the Minnesota State University Association of Administrative and Service Faculty (MSUAASF). This bargaining unit includes approximately 693 employees equal to 639 faculty (FTE) employed in admissions, financial aid, housing, and student services positions.

The changes proposed are set forth below with effective dates from July 1, 2009, through June 30, 2011.

**Salary and Economic Benefits:**

FY 2010 – FY 2011

- No across the board increases
- No step increases
- Increase in maximum fiscal year cap on honoraria to \$1,000 (previously \$800)
- Increase in Professional Development Funds to \$450,000 each fiscal year of contract (previously \$315,000)
- Implement the State Employee Group Insurance Program as negotiated by Minnesota Management and Budget

**Significant Language Changes:**

- New intermittent appointment status that will sunset on June 30, 2013
- New language clarifying Professional Development Funds were to be used for development activities which promote the goals and mission of the member's department, program, or university