BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES

BOARD ACTION

APPROVAL OF THE INTER FACULTY ORGANIZATION (IFO)
BARGAINING AGREEMENT

BACKGROUND
On October 15, 2005, Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) concluded their labor contract negotiations, and the IFO membership ratified the agreement on November 16, 2005, by a wide margin. Below is a summary of the major features of the settlement for 2005-2007.

FY 06 Economic Provisions (Academic Year 2005-06)

• Insurance, per Letter of Understanding (as negotiated by DOER with other units)

• Returning faculty would receive a one step salary increase (a step = 2.4%), which would be available to faculty at all steps, with a new step at the top of the instructor’s and professor’s salary schedule (step 49 for professors)

• Across-the-board salary schedule enhancement of 1.35%

• Annual Health Reimbursement Account contribution increased to $600

FY 07 Economic Provisions (Academic Year 2006-07)

• Insurance, per Letter of Understanding

• Returning faculty would receive a one step salary increase (a step = 2.4%), which would be available to faculty at all steps except step 49 ($2,400 lump-sum for those at top of range)

Summary of Language Changes

• Added language by which the IFO will share in the cost of printing the IFO Agreement, if delivered expeditiously. Article 6 § E.

• Employer will cover administrative expenses of Health Reimbursement Account Plan. Article 11 § G.

• Clarified uses of professional study and travel funds and provided that activities identified within with Professional Development Plan are covered. Article 19 § B.
• Clarified initial appointments for head coaches. Article 10 § G.

• Added clarification that faculty who become insurance eligible mid-year, do so on prospective basis. Article 14 § C.

• Added provision that adjunct appointments at multiple institutions will be aggregated for insurance eligibility purposes. Article 14 § B.

• Agreed that faculty on approved educational leaves remain eligible for Employer contribution for insurance. Article 14 § C.

• Deleted obsolete language (e.g., enabling language for task forces that have completed work). Passim.

• Technical changes correcting references to “contract” with employee to “appointment.” Articles 5 & 10.

• Technical changes to clarify terms of Early Separation Incentive and to reflect formal name of Health Care Savings Plan. Article 16 §§ D & E.

RECOMMENDED COMMITTEE ACTION

The Human Resources Policy Committee recommends that the Board of Trustees adopts the following motion: The Board of Trustees approve the terms of the 2005-2007 labor agreement with Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO), and authorizes the Chancellor to sign the agreement on behalf of the Board.

RECOMMENDED MOTION

The Board of Trustees approve the terms of the 2005-2007 labor agreement with Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO), and authorizes the Chancellor to sign the agreement on behalf of the Board.

Date of Adoption: December 7, 2005
Date of Implementation: December 7, 2005