

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

BOARD ACTION

**APPROVAL OF THE INTER FACULTY ORGANIZATION (IFO)
BARGAINING AGREEMENT**

1 **BACKGROUND**

2 On October 15, 2005, Minnesota State Colleges and Universities and the Inter Faculty
3 Organization (IFO) concluded their labor contract negotiations, and the IFO membership ratified
4 the agreement on November 16, 2005, by a wide margin. Below is a summary of the major
5 features of the settlement for 2005-2007.
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7 **FY 06 Economic Provisions** (Academic Year 2005-06)

- 8 • Insurance, per Letter of Understanding (as negotiated by DOER with other units)
- 9 • Returning faculty would receive a one step salary increase (a step = 2.4%), which would
10 be available to faculty at all steps, with a new step at the top of the instructor's and
11 professor's salary schedule (step 49 for professors)
- 12 • Across-the-board salary schedule enhancement of 1.35%
- 13 • Annual Health Reimbursement Account contribution increased to \$600

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15 **FY 07 Economic Provisions** (Academic Year 2006-07)

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

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21 **Summary of Language Changes**

- 22 • Added language by which the IFO will share in the cost of printing the IFO Agreement, if
23 delivered expeditiously. Article 6 § E.
- 24 • Employer will cover administrative expenses of Health Reimbursement Account Plan.
25 Article 11 § G.
- 26 • Clarified uses of professional study and travel funds and provided that activities
27 identified within with Professional Development Plan are covered. Article 19 § B.

- 1 • Clarified initial appointments for head coaches. Article 10 § G.
- 2 • Added clarification that faculty who become insurance eligible mid-year, do so on
- 3 prospective basis. Article 14 § C.
- 4 • Added provision that adjunct appointments at multiple institutions will be aggregated for
- 5 insurance eligibility purposes. Article 14 § B.
- 6 • Agreed that faculty on approved educational leaves remain eligible for Employer
- 7 contribution for insurance. Article 14 § C.
- 8 • Deleted obsolete language (e.g., enabling language for task forces that have completed
- 9 work). Passim.
- 10 • Technical changes correcting references to “contract” with employee to “appointment.”
- 11 Articles 5 & 10.
- 12 • Technical changes to clarify terms of Early Separation Incentive and to reflect formal
- 13 name of Health Care Savings Plan. Article 16 §§ D & E.

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15 **RECOMMENDED COMMITTEE ACTION**

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

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21 **RECOMMENDED MOTION**

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

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26 *Date of Adoption:* December 7, 2005

27 *Date of Implementation:* December 7, 2005

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