

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
Agenda Item Summary Sheet**

**Name:** Human Resources Committee

**Date:** April 18, 2018

**Title:** Approval of the Minnesota State University Association of Administrative and Service Faculty Bargaining Contract

**Purpose (check one):**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input type="checkbox"/> Approvals<br>Required by<br>Policy | <input checked="" type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>Compliance                                   | <input type="checkbox"/> Information                        |  |

**Brief Description:**

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

Minnesota State and Minnesota State University Association of Administrative and Service Faculty reached a tentative agreement on April 10, 2018, on their 2017-2019 labor contract. It was approved by a vote of the MSUAASF membership on April 13, 2018.

**Scheduled Presenter(s):**

Sue Appelquist, Interim Vice Chancellor for Human Resources  
Chris Dale, Senior System Director for Labor Relations

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

**BOARD ACTION**

**APPROVAL OF THE MINNESOTA STATE UNIVERSITY ASSOCIATION OF  
ADMINISTRATIVE AND SERVICE FACULTY BARGAINING CONTRACT**

**BACKGROUND**

Minnesota State Colleges and Universities and Minnesota State University Association of Administrative and Service Faculty (MSUAASF) reached a tentative agreement on April 10, 2018 on their 2017-2019 labor contract. It was approved by a vote of the MSUAASF membership on April 13, 2018. It is now being brought forward to the Board of Trustees for approval before moving on for legislative approval.

**RECOMMENDED COMMITTEE ACTION**

The Human Resources Committee recommends that the Board of Trustees adopt the following motion.

**RECOMMENDED MOTION**

The Board of Trustees approves the terms of the 2017-2019 labor agreement between Minnesota State Colleges and Universities and Minnesota State University Association of Administrative and Service Faculty (MSUAASF) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.

*Date of Approval:*

**Minnesota State Colleges and Universities / Minnesota State University Association of Administrative  
and Service Faculty (MSUAASF)  
Summary of Changes to 2017-19 Agreement**

MSUAASF and Minnesota State bargaining teams reached a tentative contract settlement for the 2017-19 Master Agreement at approximately 8 p.m. on Tuesday, April 10, 2018.

**SUMMARY OF THE KEY ECONOMIC TERMS OF THE SETTLEMENT**

**FY 2018 (Academic Year 2017-2018)**

- 1.6% across-the-board (ATB) increase (i.e., salary-schedule enhancement)
- 1.6% ATB for Article 12, Section D (medical professionals)
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME

**FY 2019 (Academic Year 2018-2019)**

- 2.4% across the board (ATB) increase (i.e., salary schedule enhancement)
- 2.4% ATB for Article 12, Section D (medical professionals)
- Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME
- Career Step - terms summarized below

**SUMMARY OF SIGNIFICANT LANGUAGE CHANGES**

- Article 5, Section G. Clarification that references in the agreement to a state university president shall also include the president's designees.
- Article 7. Clarified the conditions under which union members may be released from normal job duties without loss of pay to perform service on behalf of the union.
- Article 10, Section A, Subd.2(d) and Subd. 4(e). Lessened the length of notice required to end externally-funded and probationary appointments.
- Article 10, Section A, Subd. 7. Added new, limited appointment type for residence hall and admissions positions.
- Article 12, Section I, Subd. 7. New language providing for "on call" pay for FLSA non-exempt employees required to remain available to work during an off-duty period.
- Article 12, Section I, Subd. 8. New language providing for "call back" pay for FLSA non-exempt employees required to return to work without prior notice outside of scheduled work hours.
- Article 12, Section I, Subd. 9. New language providing a one-time "career step" on the salary schedule for an employee who has completed 17 continuous years of service at a single Minnesota State university. An employee who meets the service requirement but is at the top step will receive, in lieu of the career step, a one-time lump-sum payment equivalent to 3% of the employee's base salary.
- Article 18, Section M. New language providing for Paid Parental Leave as per MOA.
- Technical changes and date changes throughout the agreement.