

MSUAASF 2015-2017 TENTATIVE AGREEMENT

Principal economic terms of the tentative agreement by fiscal year:

FY 2016 (Academic Year 2015-2016)

- 1.5% across the board (ATB) increase (i.e., a salary schedule enhancement)
- 1.5% ATB for Article 12, Section D (medical professionals)
- Insurance as negotiated by MMB with AFSCME and MAPE
- Article 15, Section A Professional Development Funds (PDF) continues at FY 2015 level
- Article 15, Section B Professional Improvement Funds (PIF) continues at FY 2015 level

FY 2017 (Academic Year 2016-2017)

- 1.1% across the board (ATB) increase (i.e., a salary schedule enhancement)
- 1 Step advancement for returning ASF Members
- 4.1% ATB for Article 12, Section D (medical professionals)
- 3% Lump sum prorated by FY FTE for ASF Members who were at Step 20 on 6/30/16
- Insurance as negotiated by MMB with AFSCME and MAPE
- Article 15, Section A Professional Development Funds (PDF) increase to \$550,000
- Article 15, Section B Professional Improvement Funds (PIF) continues at FY 2015 level

Annualized Biennial Base (annualized FY 2015 base x 2) = \$127,771,688

Total new spending = \$5,030,591

Significant language changes:

- Technical changes and date changes throughout the agreement.
- Article 7 Section G. Subd. 2. Expanded the number of union representatives eligible for release time for which the union reimburses the employer.
- Article 10 Section A. Subd. 3. Removed sunset date from intermittent appointments.
- Article 10 Section B. Deleted obsolete language relating to tenure.
- Article 10 Section C. Allow for appointment information to be provided electronically.
- Article 10 Section I. Subd. 1. Expanded additionally assigned responsibility pay to allow a President, in his/her discretion, to pay to include some situations where the duties may be covered by the ASF Member's position description. Generally, this would be used in situations where there is a large volume of work added.
- Article 10 Section I. Subd. 6. Provided for a Professional Excellence Award.
- Article 12 Section G. Subd. 6. Clarify how salary is treated when an ASF Member is selected for a lateral position via an external search.
- Article 12 Section H. Modified the Exceptional Achievement Incentive Program to reward high performers.
- Article 16 Section C. Subd. 3. Provide that an ASF Member will continue to contribute to the HCSP if they transfer to another MnSCU university.
- Article 18 Section B. Subd. 1.a. Clarification of accrual of vacation.
- Article 18 Section C. Subd. 1 (b). Codification of current practice on sick leave accrual for fixed term appointments.
- Article 22 Section A. Subd. 6. Added a new provision allowing out-of-order layoffs.