

IFO 2015-2017 TENTATIVE AGREEMENT

Principal economic terms of the tentative agreement by fiscal year:

FY 16 (Academic Year 2015-16)

- 2.2% across the board (ATB) increase
- The minimum adjunct/community faculty rate is increased by 2.2% (or \$30 per credit) from \$1,349 per credit to \$1,379 per credit.
- Insurance: Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME.

FY 17 (Academic Year 2016-17)

- 1.0% ATB
- One step advance on the salary schedule for returning faculty; faculty members who miss this step due to placement at the top of the salary schedule will receive a one-time, lump-sum payment of \$3,200 for professors or \$1,490 for instructors.
- The minimum adjunct/community faculty rate is increased by 3.4% from \$1,379 to \$1,426.
- Insurance. Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME.
- Professional Study and Travel Funds (Article 19 Section B) increased by \$80 per department FTE, from \$1,300 to \$1,380.
- New minimum step placement for Instructors (step 5) on the instructor salary lane.

Annualized Biennial Base (annualized FY 2015 base x 2) = \$579,853,722

Total new spending = \$27,959,969

Significant language changes:

- Guaranteed three credit reassignment per academic year for Chairs of small departments of less than 5 FTE.
- Provide for variable rates of pay for faculty working with grant funds or external third-party contract funds.
- Faculty receiving grants or third-party contract funds are required to report the same to their departments.
- Faculty reassigned time associated with “theatrical productions” is expanded to cover “performing arts productions.”
- NTT faculty to be laid off in seniority order. Once laid off, NTT faculty will receive lay off insurance on same terms as other laid off faculty.
- Out of Order layoff. More senior faculty in a department/program that will be retrenched may propose to be laid off out of seniority order in order to save less senior faculty members from layoff.
- Sabbatical report and return service requirements have been clarified. The refund obligation for faculty who fail to perform the full period of work following the sabbatical has been prorated to provide for a reduction in the refund obligation commensurate with the amount of work performed following the sabbatical.
- Language is added to clarify the local union’s role in processing grievances.
- Multiculturalism, anti-oppression and inclusion topics are added to the faculty evaluation Appendix.