

Minnesota State Colleges and Universities / Minnesota State University Association of Administrative and Service Faculty (MSUAASF)

Summary of Changes to 2023-25 Agreement

SUMMARY OF THE KEY ECONOMIC TERMS OF THE SETTLEMENT

FY 2024 (Academic Year 2023-2024)

- Add five (5) steps of 3.05% each to the top of the salary schedule
- 2.25% ATB effective 7/1/23
- One Step (average 3.05%) effective 7/1/23 for returning ASF Members
- Add one career step (average 3.05%) after completing five years of continuous service at the university
- 5.3% ATB for Article 12, Section D (medical professionals) effective 7/1/23
- Insurance per Insurance Coalition Settlement

FY 2025 (Academic Year 2024-2025)

- 2.25% ATB effective 7/1/24
- One Step (average 3.05%) effective 7/1/24 for returning ASF Members
- Move the current 17 year career step (average 3.05%) to after completing fifteen (15) years of continuous service at the university
- 5.3% ATB for Article 12, Section D (medical professionals) effective 7/1/24
- Insurance per Insurance Coalition Settlement
- Minimum salary of \$46,800 effective second full pay period of FY 2025

SUMMARY OF SIGNIFICANT LANGUAGE CHANGES AND AGREEMENTS

1. Labor-Management Work Group to confer on Compensation and Equity Study. The work group will send its recommendations to Minnesota State and ASF by April 26, 2024. After receipt of the recommendations, Minnesota State will retain an external consultant to conduct an internal compensation study or such other study as the employer deems necessary.
2. Article 3, Section C. Subd. 1. Expanded the types of audit packages the university sends to campus association president to include classified supervisory positions.
3. Article 7, Section G, Subd. 4. For ASF State Board of Directors Meetings, increased the number of representatives who may attend without loss of pay from 3 to 4, and increased the number of meetings from 3 to 4. Instituted a cap of a maximum of 17 individuals who may be released per meeting.
4. Article 10, Section A Subd. 4(b). The probationary period for those ASF Members hired after June 30, 2024 will be three (3) consecutive years starting on the individual's most recent date of hire at the university in a probationary position.
5. Article 12, Section G, Subd. 3(a). Provided that when an ASF Member's position is Reevaluated to a Higher Range the individual's salary placement will be as if they were a new hire.
6. Article 12, Section G, Subd. 6. For salary setting purposes, expanded lateral movement to include a permanent reassignment to a different position at the same university in the same range.

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7. Article 12, Section H, Subd. 3. For the Exceptional Achievement Incentive Program added a criteria for consideration to include efforts by the ASF Member that are intended to help achieve Equity 2030 goals.
8. Article 12, Section I, Subd. 1. The minimum additional compensation for Additionally Assigned Responsibilities increased from 5% to 10%, and eliminated the requirement that the duties must be those of an equal or higher range.
9. Article 12, Section I, Subd. 5. For the Special Initiative Award added a criteria for consideration to include efforts by the ASF Member(s) that are intended help achieve Equity 2030 goals.
10. Article 12, Section S. Added a new provision that allows ASF Member's to reduce their vacation, compensatory time, and personal leave in a repayment plan to offset a salary overpayment.
11. Article 15 Section A, Subd. 3 and Section B Subd. 3. Meals reimbursed by Professional Development Funds and Professional Improvement will be paid at 1.25 times the rate provided in the State of Minnesota Managerial Plan.
12. Article 15, Section E. Modified tuition waiver to increase the number of credits from 27 to 30, and increased the eligible dependent age for a child from age 25 to age 26 matching other labor agreements. Beginning July 1, 2024, allow for discretionary use of 18 credits of tuition waiver at a Minnesota State college, upon approval by the university president.
13. Article 16, Section B. For severance, eliminated reference to lapsed sick leave. Otherwise severance pay is unchanged.
14. Article 17, Section A, Subd. 1. For holidays, changed the work day preceding Christmas Day to be a floating holiday.
15. Article 18, Section B, Subd. 7. Clarified crediting prior service for vacation accrual purposes.
16. Article 18, Section C, Subd. 1. For sick leave, eliminated the lapsed sick leave bank. There will now be only one sick leave balance.
17. Article 20, Section E, Subd. 1. For search committees for ASF positions, clarified the number of ASF Members on the committee.
18. Article 22, Section A, Subd. 3(d). Clarified salary setting in a layoff situation where the individual has a right to be reassigned to another organizational area within the university.
19. Article 22, Section A, Subd.7. Added new Alternative Rights for Personnel Reduction or Layoff. An eligible ASF Member who receives a notice of Personnel Reduction or Layoff may choose to receive a lump sum payment of twenty thousand dollars (\$20,000) if they agree to separate within 45 days on a mutually agreeable date. Employee will also receive a contribution to their Health Care Savings Plan account equivalent to the Employer's expense of the ASF Member's elected health insurance benefits for one (1) year.
20. Article 23, Section B, Subd. 1. Codified the right for an ASF Member to have a union representative present when being disciplined.
21. Article 25, Section A. Updated the provision on when the agreement takes effect based on statutory change.