



Summary of Tentative Agreements for the MSUAASF Collective Bargaining Unit Agreement 2017-2019

- **Economics**
 - FY2018 (Academic Year 2017-2018)
 - 1.6% Across the Board (ATB) increase retroactive to July 1, 2017
 - 1.6% ATB for medical professionals
 - Insurance per the outcome of negotiations with AFSCME & MAPE
 - FY2019 (Academic Year 2018-2019)
 - 2.4% Across the Board (ATB) increase effective July 1, 2018
 - 2.4% ATB for medical professionals
 - Career Step: Effective July 1, 2018, an ASF Member who has completed 17 continuous years of service at the university with no break in service (in any bargaining unit) and who is not at the top step of the salary schedule shall receive 1 additional step on the salary schedule. Year of service shall be based on the ASF Member's last hire date at the university. For ASF Members at the top step of the salary schedule at the completion of 17 continuous years of service will receive a 3% lump sum payment of their base salary. The lump sum payment for any ASF Member working less than full time shall be prorated. An ASF Member who has completed more than 17 years of service as of July 1, 2018, and who would otherwise meet the career step terms shall also receive a 1 step increase or the lump sum payment if they are at the top of the salary schedule. This is an ongoing benefit moving forward.
- **Insurance Changes**
 - \$0 copay for online care and convenience clinics effective May 1, 2018
 - Changes to dental benefits and premiums effective January 1, 2019
 - No copayment for sealants
 - Orthodontia benefits available to any member of any age
 - Benefits that were previously at 50% in-network now covered at 80% in-network (after deductible)
 - Implants covered at 80% (after deductible)
 - Annual maximum benefit increase to \$2,000 (excluding orthodontia)
 - Employee share of the single premium will increase to \$13.50/month
 - Insurance-eligible employees who change from temporary status (fixed term) to permanent status (externally funded or probationary) with the State of Minnesota will

have an opportunity to newly elect short term and/or long term disability coverage. This only applies to employees who were eligible for but did not have such coverages in place previously.

- **FLSA Non-Exempt ASF Members**

- Call Back for FLSA Non-Exempt Employees: If a non-exempt ASF Member is not in on-call status is required to physically travel to work outside of their regularly scheduled work hours, they shall be paid a minimum of 2 hours or for actual time worked (whichever is greater). Members who use their own vehicle to report back to work will be reimbursed for mileage for driving to & from the worksite and their home.
- On-Call for FLSA Non-Exempt ASF Members: On-call status is defined when a non-exempt ASF Member is instructed in writing by the President/designee to remain available to work during an off-duty period but is not required to remain at a fixed location. The ASF Member is required to provide contact information where they can be reached immediately. An eligible ASF Member shall be compensated \$50 for a designated 24-hour period, not to exceed a maximum of \$350 per work week. If the ASF Member who is in on-call status performs necessary work, the Member will be paid for time worked in addition to the on-call pay.

- **Appointment Status Changes**

- Limited Appointment Status for Residence Hall Directors and Admissions Positions: An optional appointment status for a limited period of up to 5 years within a university. The appointment terminates at the end of the period and doesn't imply that any future employment will be offered.
- Special Probation for Probationary Appointments (Permanent Employees only): If a permanent ASF employee is promoted to a different position within ASF at the same university and does not successfully complete their special probationary period (395 days), they will be given advanced notice of up to the end of the 365th day to be assigned to a position in the same range as the position they occupied immediately prior to being promoted, and the salary will be set in accordance to the contract language regarding Demotion. If the re-assignment is to the position the ASF Member occupied immediately prior to being promoted, there would be no subsequent special probation. If the assignment is not to their previous position, there would be a special probation. This provides clarification of what the *immediately preceding status* means in prior contract language.
- Externally Funded Notice Period: ASF Members with externally funded appointments with more than 4 years of services shall receive written notice of personnel reduction from 180 days down to 150 days.
- Probationary Non-Renewal Notice Period: Non-renewal notice for employees in their first 9-12 months or years 2-4 of their probation shall be reduced from 180 days down to 150 days.

- **Release Time/Leave Changes**

- Association Release Time (State ASF Board members, Local ASF officers, and local/state committee representatives will be subject to this Article)
 - Meet & Confer: Up to 9 ASF Members can serve on local Meet & Confer Committees; up to 17 ASF State Board of Directors can serve on the State Meet

& Confer Committee. These members will not have to take any sort of unpaid release time for Meet & Confer meetings.

- Service on University or System Committees in a Representational Capacity: If an ASF Member acts as a representative of ASF on a committee and ASF selects the member to serve on the committee, the ASF Member will have to take unpaid leave or use vacation, accrued comp time, personal leave, or unpaid union leave during the absence. The Employer may elect to treat all or a portion of the time spent as a work assignment and pay the normal compensation and expenses.
- Service on University or System Committees in a Non-Representation Capacity: If the President/designee or Chancellor/designee request ASF to nominate members to serve on committees that perform the work of the Employer, the Employer will pay normal compensation and expenses. In making nominations, the effect on the Member's work unit will be considered by ASF and the Employer.
- Unpaid Union Leave for Service on the Association's Behalf: Members performing negotiations activities, serving on Association/Exclusive Representative boards/committees, and other activities or events designated by the Association will require an ASF Member to take unpaid union leave or vacation, accrued comp time, or personal leave for these absences (this will include local and state level activities that are not already covered on the CBA for local union or State ASF Board meetings or grievance processing).
- Paid Parental Leave: Contract implementation of the current MOU in place.
- Family Medical Leave Act (FMLA): Updated to follow new federal rules
- **Professional Development Funds**
 - ASF Members can purchase technology, including hardware, that satisfy the standards of the professional development fund usage. PDF cannot be used to purchase equipment that is necessary for the ASF Member's position.
- **Miscellaneous**
 - No duplication of payment: Compensation shall not be paid more than once for the same hours under any provision (not including honorarium, Special Initiative Award, and Professional Excellence Award).
 - Calculation of Seniority: Time on sabbatical leave will be counted based on the ASF Member's regular appointment when calculating seniority.
 - Minor technical and date changes