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# MSUAASF Master Agreement

Between  
Minnesota State  
Board of Trustees  
and  
Minnesota State University Association  
of Administrative and Service Faculty

2019 - 2021



# TABLE OF CONTENTS

TABLE OF CONTENTS.....	i
ARTICLE 1 PARTIES .....	1
ARTICLE 2 NON-DISCRIMINATION .....	1
Section A. Employer and Association Responsibility.....	1
Section B. Jurisdiction.....	1
ARTICLE 3 RECOGNITION .....	1
Section A. Recognition.....	1
Section B. Exclusive Right .....	1
Section C. Notification of Unit Determinations.....	2
ARTICLE 4 ACADEMIC FREEDOM .....	2
Section A. Policy .....	2
Section B. Prohibition.....	2
Section C. ASF Member Obligation.....	2
Section D. Research and Publication.....	3
ARTICLE 5 DEFINITIONS.....	3
ARTICLE 6 PERSONNEL FILES .....	4
Section A. Personnel Files .....	4
Section B. Review.....	4
Section C. Exclusive Representative .....	4
Section D. Rights to Copies.....	4
Section E. Expiration .....	5
ARTICLE 7 ASSOCIATION RIGHTS.....	5
Section A. Dues Checkoff.....	5
Subd. 1. Dues .....	5
Subd. 2.....	5
Subd. 3. Indemnification.....	5
Section B. Meet and Confer.....	5
Subd. 1. Minnesota State .....	5
Subd. 2. University .....	6
Section C. Access to Information.....	6
Subd. 1.....	6
Subd. 2.....	6
Subd. 3.....	6
Subd. 4.....	7
Section D. Use of Facilities .....	7
Section E. Bulletin Boards.....	7
Section F. ASF Member Mail.....	7
Section G. Association Release Time.....	7
Subd. 1.....	7

Subd. 2. Association President.....	8
Subd. 3. Professional Development.....	8
Subd. 4. Association Meetings.....	9
Section H. Board of Trustees Meetings .....	9
ARTICLE 8 MANAGEMENT RIGHTS .....	9
Section A. Inherent Rights.....	9
Section B. Management Rights .....	9
Section C. Management Responsibilities .....	9
ARTICLE 9 AGREEMENT AGAINST STRIKES AND LOCKOUTS .....	9
Section A. Lock-Outs .....	9
Section B. Strikes.....	10
ARTICLE 10 APPOINTMENTS .....	10
Section A. Appointments.....	10
Subd. 1. Fixed-Term .....	10
Subd. 2. Externally Funded.....	11
Subd. 3. Intermittent. ....	12
Subd. 4. Probationary.....	12
Subd. 5. Permanent Status .....	14
Subd. 6. Position Requirements .....	14
Section B.....	15
Section C. Notification of Appointment.....	15
Section D. Notice of Change of Appointment.....	16
Section E. Performance Evaluations.....	16
ARTICLE 11 WORKLOAD .....	16
Section A. Base Pay Rates .....	16
Subd. 1. Fair Labor Standards Act (FLSA) Exempt ASF Members .....	16
Subd. 2. FLSA Non-Exempt ASF Members .....	16
Section B. Work Schedule .....	16
Subd. 1. ....	17
Subd. 2. ....	17
Subd. 3. ....	17
Subd. 4. ....	17
Section C. Fair Labor Standards Act. ....	18
Section D. Part-Time Scheduling .....	18
Section E. Compensatory Time for FLSA Non-Exempt ASF Members.....	18
Subd. 1. Eligibility for Compensatory Time.....	18
Subd. 2. Accrual of Compensatory Time.....	18
Subd. 3. Limit on Accrual of Compensatory Time.....	19
Subd. 4. Scheduling Compensatory Time.....	19
Subd. 5. Liquidation of Compensatory Time.....	19
ARTICLE 12 SALARIES.....	19
Section A. Assignment to Salary Range.....	19

Subd. 1. Process .....	19
Subd. 2. Evaluation Committee. ....	20
Subd. 3. Range Assignments. ....	20
Subd. 4. Position Evaluations .....	20
Subd. 5. Position Description .....	20
Subd. 6. Discretion.....	20
Section B. Salary Schedules for FY 2020 and FY 2021.....	21
Subd. 1. Salary Schedule Effective July 1, 2019 through July 7, 2020.....	21
Subd. 2. Salary Schedule Effective July 8, 2020 through June 30, 2021. ....	22
Section C. Compensation Adjustments for FY 2020 and FY 2021.....	22
Subd. 1. FY 2020 Compensation .....	22
Subd. 2. FY 2021 Compensation .....	23
Section D. Exclusions .....	23
Section E. Duration of Salary Increases .....	23
Section F. New ASF Members .....	23
Section G. Salaries on Promotion or Reassignment or Downgrade or Demotion or Reevaluation to a Lower Range or Lateral Movement.....	23
Subd. 1. Promotion .....	23
Subd. 2. Reassignment.....	23
Subd. 3. Downgrade.....	24
Subd. 4. Demotion .....	24
Subd. 5. Reevaluation to a Lower Range.....	24
Subd. 6. Lateral Movement.....	24
Section H. Exceptional Achievement Incentive Program .....	24
Subd. 1. Eligibility .....	25
Subd. 2. Exceptional Achievement Requirements.....	25
Subd. 3. Criteria .....	25
Subd. 4. Timelines and Funding .....	26
Subd. 5. Application Procedures and Portfolio.....	26
Subd. 6. Incentive Amount .....	27
Subd. 7. Effective Date .....	27
Section I. Additional Assignments and Compensation. ....	27
Subd. 1. Additionally Assigned Responsibilities.....	27
Subd. 2. Acting or Interim Assignment. ....	28
Subd. 3. Classroom Teaching .....	28
Subd. 4. Honorarium.....	28
Subd. 5. Special Initiative Award .....	29
Subd. 6. Professional Excellence Award .....	30
Subd. 7. On-Call for FLSA Non-Exempt ASF Members.....	30
Subd. 8. Call Back for FLSA Non-Exempt ASF Members.....	30
Subd. 9. Career Step.....	31
Section J. Consolidated Positions .....	31
Section K. Discretionary Function.....	32
Section L. Salary Market Adjustments .....	32
Section M. Pre-Tax Expense Accounts .....	32
Section N. Supplemental Retirement.....	32

Section O. Early Notice Incentive .....	32
Section P. Payment Option .....	32
Section Q. Subcontracting .....	32
Section R. Moving Expenses .....	33
ARTICLE 13 INSURANCE.....	33
Section A. State Employee Group Insurance Program (SEGIP) .....	33
Section B. Eligibility for Group Participation .....	33
Section C. Eligibility for Employer Contribution.....	36
Section D. Amount of Employer Contribution.....	38
Section E. Coverage Changes and Effective Dates .....	39
Section F. Basic Coverages. ....	44
Section G. Optional Coverages.....	54
ARTICLE 14 ADMINISTRATIVE TRAVEL.....	59
Section A. Administrative Travel .....	59
Section B. Use of Private Vehicles .....	59
ARTICLE 15 PROFESSIONAL DEVELOPMENT .....	59
Section A. Professional Development Funds. ....	59
Subd. 1 .....	59
Subd. 2 .....	59
Section B. Professional Improvement Fund. ....	60
Subd. 1 .....	60
Subd. 2 .....	60
Section C. Sabbatical Leave .....	60
Subd. 1 .....	60
Subd. 2 .....	61
Subd. 3 .....	61
Subd. 4 .....	61
Subd. 5 .....	61
Subd. 6 .....	61
Subd. 7 .....	61
Subd. 8 .....	62
Subd. 9 .....	62
Subd. 10 .....	62
Section D. Retraining Leave.....	62
Section E. Tuition Waiver. ....	62
Subd. 1 .....	62
Subd. 2 .....	62
Subd. 3 .....	62
Section F. Tuition Reimbursement .....	62
ARTICLE 16 SEVERANCE PAY AND HEALTH CARE SAVINGS PLAN.....	63
Section A. Severance Eligibility.....	63
Subd. 1 .....	63
Subd. 2 .....	63

Subd. 3 .....	63
Section B. Computation.....	63
Subd. 1 .....	63
Subd. 2 .....	63
Subd. 3 .....	63
Section C. Health Care Savings Plan.....	64
Subd. 1 .....	64
Subd. 2 .....	64
Subd. 3. Employee Contribution.....	64
Subd. 4. Vacation Separation Payment to Retirees.....	64
Subd. 5. Employer Contribution. ....	65
Section D. Reappointment .....	65
Section E. Separation Incentive.....	65
Subd. 1. Eligibility .....	65
Subd. 2. Payment .....	66
Subd. 3. Benefit Contribution Payment .....	66
Subd. 4. Early Separation.....	66
ARTICLE 17 HOLIDAYS .....	66
Section A. Designated Holidays .....	66
Subd. 1. ....	66
Subd. 2 .....	67
Section B. Holidays Falling on Weekends .....	67
Section C. Changes in Legal Holidays .....	67
Section D. Work on a Designated Holiday.....	67
Section E. Religious Holidays .....	67
ARTICLE 18 PAID LEAVES OF ABSENCE.....	67
Section A. Accrued Benefits.....	67
Section B. Vacation Leave.....	68
Subd. 1. Accrual.....	68
Subd. 2. Unused Vacation.....	70
Subd. 3. Vacation Balance Transfer .....	70
Subd. 4. Utilization .....	70
Subd. 5. Separation Payment .....	71
Subd. 6. Reinstatement .....	71
Subd. 7. Credit for Prior Service.....	71
Section C. Sick Leave.....	71
Subd. 1. Accrual.....	71
Subd. 2. Accrual Limits. ....	74
Subd. 3. Utilization. ....	74
Subd. 4. Sick Leave Incentive Program.....	74
Section D. Workers' Compensation .....	74
Section E. Bereavement Leave .....	74
Section F. Adoption Leave .....	75
Section G. Military Leave.....	75
Section H. Court Related Leaves .....	75

Subd. 1. ....	75
Subd. 2. ....	75
Subd. 3. ....	75
Section I. Election Judges .....	75
Section J. Personal Leave .....	75
Section K. Emergency Leave.....	75
Section L. Sick and Vacation Leave Balance .....	76
Section M. Paid Parental Leave .....	76
ARTICLE 19 LEAVES WITHOUT PAY .....	76
Section A. Leaves. ....	76
Subd. 1. General Leaves .....	76
Subd. 2. Extended Leave .....	77
Subd. 3. Family and Medical Leave Act (FMLA) Leaves .....	77
Subd. 4. Parental Leaves .....	78
Subd. 5. Unpaid Union Leave.....	78
Section B. Maintenance of Benefits. ....	78
Subd. 1. ....	78
Subd. 2. ....	78
Section C. Return from Leave .....	78
Section D. Salary Savings Leave .....	79
ARTICLE 20 NOTICE OF VACANCIES AND RIGHT TO RETURN TO THE UNIT .....	79
Section A. Notice of Vacancy.....	79
Section B. Internal Search .....	79
Section C. Filling of Vacancies after Notice of Layoff .....	79
Section D. Right to Return to the Unit.....	80
Subd. 1. ....	80
Subd. 2. ....	80
Section E. Search Committees.....	81
Section F. Position Requirements .....	81
ARTICLE 21 GENERAL PROVISIONS .....	81
Section A. Legal Counsel .....	81
Section B. Unemployment Insurance .....	81
Section C. Ethical Standards and Outside Employment.....	81
Subd. 1. ....	81
Subd. 2. ....	81
Subd. 3. ....	82
Subd. 4. ....	82
Subd. 5. ....	82
Subd. 6. ....	82
Subd. 7. ....	82
Subd. 8. ....	82
Subd. 9. ....	82
Subd. 10. ....	82
Section D. Publication and Distribution of Agreement .....	82

Section E. Change of Name .....	83
Section F. Performance Evaluations .....	83
<b>ARTICLE 22 PERSONNEL REDUCTION AND LAYOFF .....</b>	<b>83</b>
Section A. Procedure .....	83
Subd. 1. Meet and Confer .....	83
Subd. 2. Advance Notice of Personnel Reduction and Layoff .....	83
Subd. 3. Order of Personnel Reduction and Layoff .....	83
Subd. 4. Calculation of Seniority .....	85
Subd. 5. Sabbatical Leave .....	86
Subd. 6. Out-of-Order Layoff .....	86
Section B. Recall .....	86
Subd. 1 .....	86
Subd. 2 .....	86
Subd. 3 .....	86
Subd. 4 .....	86
Subd. 5. Layoff List .....	87
Subd. 6. Notice of Vacancies to Laid-Off ASF Member .....	87
Section C. Accrued Benefits .....	87
Section D. Grievance Procedure .....	87
Section E. Determination of Department or Program .....	87
Section F. Placement Assistance .....	87
Section G. Work during Employee's Notice Period .....	87
<b>ARTICLE 23 DISCHARGE, SUSPENSION, AND DISCIPLINARY DEMOTION .....</b>	<b>88</b>
Section A. Just Cause .....	88
Section B. Procedures .....	88
Subd. 1 .....	88
Subd. 2. Investigative Leave .....	88
Section C. Right to Grieve .....	88
<b>ARTICLE 24 HOUSING .....</b>	<b>88</b>
Section A. Live-in .....	88
Section B. Conversion Prohibited .....	88
Section C. Utilities .....	89
Section D. Optional Occupancy .....	89
Section E. Board Rates .....	89
<b>ARTICLE 25 GRIEVANCE PROCEDURE .....</b>	<b>89</b>
Section A. Definitions .....	89
Section B. Informal Resolution .....	89
Section C. Grievance Steps .....	89
Section D. Arbitration Procedure .....	90
Subd. 1. Other Forms of Alternative Dispute Resolution (ADR) .....	91
Section E. Arbitrator's Authority .....	91
Section F. Time Limits .....	91
Section G. General Provision .....	91



Section H. Grievance Processing.....	91
Section I. Reprisals .....	92
Section J. Scope .....	92
Section K. Election of Remedies .....	92
ARTICLE 26 SAVINGS CLAUSE.....	92
Section A. Conformance to Law.....	92
Section B. Limit on Invalidity. ....	92
ARTICLE 27 COMPLETE AGREEMENT AND WAIVER .....	93
Section A. Complete Agreement .....	93
Section B. Modification and Repeal .....	93
ARTICLE 28 DURATION.....	93
Section A. Effective Dates.....	93
Section B. Legislative Action .....	93
Section C. Renewal and Reopening.....	93
APPENDICES .....	95
INDEX .....	103

# MASTER AGREEMENT

## ARTICLE 1 PARTIES

This Agreement is entered into by and between the Board of Trustees of the Minnesota State Colleges and Universities (Minnesota State), hereinafter called the Board, and the Minnesota State University Association of Administrative and Service Faculty (ASF) affiliated with Minnesota Teamsters Local 320, hereinafter called the Association.

## ARTICLE 2 NON-DISCRIMINATION

**Section A. Employer and Association Responsibility.** The parties are firmly committed to affirmative action and as such accept their responsibility to ensure equal opportunity in all aspects of employment for all qualified persons regardless of race, creed, religion, color, national origin, age, disability, status with regard to public assistance, sex, marital status, sexual orientation, gender identity, gender expression, veteran status, membership or non-membership in the Association, or any other class or group distinction, as set forth by State or Federal anti-discrimination laws.

**Section B. Jurisdiction.** The parties recognize that jurisdiction for the enforcement of the provisions of Section A hereof is vested solely in various State and Federal agencies and the courts, and, therefore, complaints regarding such matters shall not be subject to the grievance procedure in this agreement. This does not preclude the use of any administrative procedure adopted by the Employer.

## ARTICLE 3 RECOGNITION

**Section A. Recognition.** Pursuant to the Minnesota Public Employment Labor Relations Act of 1971, as amended, the Employer recognizes the Association as the exclusive representative in the appropriate unit as described in the decisions of the Bureau of Mediation Services in the cases 75-PR-642-A, dated September 29, 1975; 80-PR-1257-A, dated June 16, 1980; and 83-PR-1220-A, dated September 9, 1983.

**Section B. Exclusive Right.** The Employer will not meet and negotiate relative to those terms and conditions of employment subject to negotiations with any ASF Member groups or organizations composed of ASF Members covered by this Agreement except through the Association.

### **Section C. Notification of Unit Determinations.**

Subd. 1. University Position Information. Via e-mail or written personal delivery, the President/designee shall, on a timely basis, send to the designated campus association representative the position description, organizational chart, and other supporting documentation of professional and unclassified supervisory positions at the university that are: a) newly created, and b) existing but are being assigned from the ASF bargaining unit to a different unit.

Subd. 2. Meeting. Within ten (10) calendar days of receipt of the position information, the Association may request a meeting with the representatives of the university and System Office administration to discuss the bargaining unit assignment of the position(s). Unless another date is mutually agreed to, the meeting shall be held within ten (10) calendar days of the request. This meeting shall be convened in person or via conference call or similar technology.

Subd. 3. BMS Petition. Positions which have gone through the process contained in Subdivisions 1-2 above, and which the Association disputes, may be challenged by the Association filing the proper petition with the Minnesota Bureau of Mediation Services.

Subd. 4. This Section shall be non-grievable and non-arbitrable except for failure to provide the data noted in Subdivision 1 above.

## **ARTICLE 4 ACADEMIC FREEDOM**

**Section A. Policy.** It shall be the policy of the Minnesota State Colleges and Universities to maintain and encourage full freedom, within the law, of inquiry, teaching, and research. The Employer shall not discriminate against an ASF Member for engaging in political activities or holding or voicing political views, so long as the exercise of this right does not interfere with the individual's responsibility as an ASF Member.

**Section B. Prohibition.** The Employer agrees not to use any mechanical or electronic listening or recording devices except with the ASF Member express consent; provided, however, that nothing herein shall be construed to preclude the recording of formal proceedings where a record or minutes is customarily maintained.

**Section C. ASF Member Obligation.** In the exercise of academic freedom the ASF Member, while engaged in classroom teaching activities, may, without limitation, discuss the ASF Member's own subject in the classroom. The ASF Member may not, however, claim as his/her right the privilege of persistently discussing in the classroom matter which has no relation to the subject. In extramural utterances, the ASF Member has an obligation to not represent himself/herself as an institutional spokesperson unless so designated by the President.

**Section D. Research and Publication.** An ASF Member is entitled to full freedom in research activities and in the publication of results, so long as such activities do not interfere with the performance of the ASF Member’s job duties. Research conducted at the direction of the University may only be published upon written permission of the President.

## **ARTICLE 5 DEFINITIONS**

**Section A. Service of Notices or Responses.** Whenever a written notice or a written response is required to be given under the terms of this Agreement, such notice or response shall be made by personal service or service by certified mail. When service is by certified mail, it shall be deemed complete upon mailing. When a written notice or a written response is to be sent to an ASF Member, it shall be sufficient service if mailed to the last known home address of the ASF Member contained in the official personnel file. Personal service shall be deemed complete when the notice or response is handed to or received by the party to whom directed.

**Section B. “P.E.L.R.A”** shall mean the Minnesota Public Employment Labor Relations Act of 1971, as amended. Minnesota Statutes Section 179A.01, et seq.

**Section C. Employer.** “Employer” shall mean the Board of Trustees of the Minnesota State Colleges and Universities (Minnesota State), its Chancellor, University Presidents, and designees.

**Section D. ASF Member.** “ASF Member” shall mean a member of the appropriate bargaining unit as described in this Agreement. “ASF Members” shall mean all members of the appropriate bargaining unit as described in this Agreement, regardless of whether they are members of the Association.

**Section E. Association.** “Association” shall mean all the members of the Minnesota State University Association of Administrative and Service Faculty.

**Section F. Campus Association.** “Campus Association” means an affiliated campus chapter of the Minnesota State University Association of Administrative and Service faculty.

**Section G. President.** “President” shall refer to the President of a Minnesota State University and his or her designee.

**Section H. Chancellor.** “Chancellor” shall refer to the Chancellor of the Minnesota State Colleges and Universities (Minnesota State) and his or her designee.

**Section I. Minnesota State Board of Trustees or Board.** “Minnesota State Board of Trustees” or “Board” shall mean the Board of Trustees of the Minnesota State Colleges and Universities.

**Section J. Agreement.** “Agreement” shall mean this collective bargaining agreement.

**Section K. Meet and Confer.** “Meet and Confer” means the exchange of views and concerns between the Employer and the Association.

**Section L. Acting or Interim Assignments.**

Subd. 1. Acting Assignment. An acting assignment is one where an ASF Member is temporarily assigned to fill a position when the incumbent is on leave or is expected to return to the position.

Subd. 2. Interim Assignment. An interim assignment is one where an ASF Member is temporarily assigned to fill a vacant position.

**ARTICLE 6  
PERSONNEL FILES**

**Section A. Personnel Files.** Each university shall maintain at the university one (1) official personnel file for each ASF Member. Such files shall contain copies of personnel transactions, official correspondence with the ASF Member, and evaluation reports prepared by the university as well as other similar materials. Unsigned letters or statements relating to an ASF Member shall not be placed in the ASF Member’s personnel file. Only those persons whose job responsibilities require it and who are designated by the President shall have access to an ASF Member’s personnel file.

**Section B. Review.** Consistent with law, each ASF Member shall have access to his/her personnel file. Such access shall be during normal business hours under university supervision. Any letters of recommendation solicited in connection with an ASF Member’s employment, not accessible under law, shall not be available to that ASF Member. An ASF Member shall have the right to place in his/her file such material as the individual determines may have a bearing on his/her position as an ASF Member including statements in response to any items placed in his/her file.

**Section C. Exclusive Representative.** Representatives of the Association, or other persons, having written authorization from the ASF Member concerned, may examine, under university supervision, the official file of that ASF Member, except for the limitation provided in Section B. hereof.

**Section D. Rights to Copies.** Upon written request of the ASF Member, the Employer shall provide to the ASF Member copies of the contents of the ASF Member’s personnel file, except as limited in Section B hereof, provided that the reasonable cost of providing such copies is borne by the ASF Member. Copies of ASF Member evaluations and/or negative material relating to the ASF Member shall be furnished to the ASF Member at the time of their placement in his/her personnel file.

**Section E. Expiration.** On an annual basis an ASF Member may request that materials be removed from the individual's file, and, with the approval of the President/designee, this will be done. Annually, the ASF Member may have data removed from his/her file which is more than four (4) years old, except that which is required by law to be kept or that which pertains to disciplinary matters of an on-going nature.

## **ARTICLE 7 ASSOCIATION RIGHTS**

### **Section A. Dues Checkoff.**

Subd. 1. Dues. The Employer agrees to cooperate with Minnesota Management & Budget and the Association in facilitating the deduction of membership dues established by the Association from the salary of each ASF Member who has authorized such deductions in writing. The aggregate deductions of all ASF Members shall be remitted together with an itemized statement to the Association Treasurer, or designee, no later than fifteen (15) calendar days following the end of each payroll period.

Subd. 2. Reserved.

Subd. 3. Indemnification. The Association agrees to indemnify and hold the Employer harmless against any and all claims, suits, order or judgments brought or issued against the Employer by an ASF Member as a result of any action taken in accordance with the provisions of this Section.

### **Section B. Meet and Confer.**

Subd. 1. Minnesota State. The Association may establish a committee of a reasonable number to be mutually agreed upon by the Chancellor/designee, and the Association to meet and confer with the Chancellor/designee, for the purpose of discussing matters of mutual concern, including those matters necessary to the implementation of this Agreement which are systemwide in nature. Such meetings will be held at the request of either party at least three (3) times each fiscal year unless waived by the Association. The Chancellor/designee(s) shall provide the facilities and set the time for such conferences upon request of the Association. A written agenda shall be submitted by the Association to the Chancellor at least ten (10) calendar days in advance of the scheduled meeting date. At the discretion of the Chancellor, additional matters for discussion may be placed on the agenda upon advance notice to the Association.

Subd. 2. University. Each Campus Association may establish a committee of a reasonable number to be mutually agreed upon by the President/designee, and the Campus Association to meet and confer with the university President/ designee(s), for the purpose of discussing local issues of mutual concern or interest. Such meetings will be held at the request of either party or at least monthly at mutually acceptable times and locations. The requesting party shall submit a proposed agenda to the other party at least seven (7) calendar days in advance of the scheduled meeting date. Additional items for discussion may be added to the agenda by either party and such additions shall be promptly communicated to the other party prior to the meetings.

The Campus Association shall be provided copies and supporting documents on any proposed policies and procedures pertaining to ASF Members or the unit, and shall have the right to make policy recommendations including, but not limited to, the following areas: curriculum, evaluation of students, graduation requirements, admissions policies, budget planning and allocations, programs and program development, anticipated annual staffing plans, long-range planning, campus or System reorganization which directly affects the terms and conditions of employment of any ASF Member(s) including the elimination of vacant ASF positions, development of campus facilities, and procedures for the selection of personnel. Any unit reduction due to layoff (Article 22) or subcontracting (Article 12, Section Q) is subject to meet and confer. Policy decisions subject to meet and confer shall not be implemented prior to being brought to meet and confer. Failure of the Association to meet and confer or to respond shall not prevent the Administration from implementing decisions.

### **Section C. Access to Information.**

Subd. 1. The Employer agrees to provide the Association with information pertaining to the Employer's budget, both present and proposed, and other statistical/financial information necessary for the negotiation and implementation of this Agreement.

Subd. 2. Within sixty (60) calendar days from the execution of this Agreement, the Employer will forward to the Teamsters' office and the Association President a list of all ASF Members in the unit, separated by campus, which shall contain the following information: name; address; campus; range; funding source; step; salary; type and length of appointment; date of hire; employee identification number; percent of full-time; job title; and, date of class entry. The Employer shall update this list on a monthly basis. Alternatively, the Employer may provide this information in an electronic format.

Subd. 3. The Employer shall also furnish the Campus Association President notification of announcements of unclassified, non-teaching vacancies and new non-teaching positions at the time such vacancies and positions are announced for the recruitment purposes.

Subd. 4. This provision shall not be construed to require the Employer to compile information and statistics in the form requested which are not already compiled in that form, unless mutually agreeable. Reasonable costs incurred in compiling such data and information may be charged by the Employer to the Association.

**Section D. Use of Facilities.** Upon request to the university President/designee, the campus Association shall be permitted to meet at the university if appropriate facilities are available. All requests must be submitted in accordance with the campus facility usage procedure. Any additional costs incurred by the Employer because of the Campus Association's use of its facilities may be charged to the Campus Association.

**Section E. Bulletin Boards.** The university President/designee shall furnish adequate bulletin board space in convenient locations on the campus for the exclusive use of the Association for the purpose of meeting notices and other relevant announcements.

**Section F. ASF Member Mail.** Consistent with law and policy, the Association shall be permitted the right to use university mail distribution services for on-campus mailing to ASF Members. "Distribution service" shall include electronic mail for both on-campus and inter-campus mailing.

**Section G. Association Release Time.**

Subd. 1. The Employer and the Association agree that the release of an ASF Member from normal job duties to perform other service shall be governed as follows:

(a) Association Representational Duties.

1. Association Responsibilities. Duly authorized representatives of the Association shall be free to transact official Association business necessary for the performance of Association responsibilities to ASF bargaining unit members, including grievance representation activities in accordance with Article 25, Section H. Such business may be conducted at the university at reasonable times so long as it does not interfere with the normal functioning of the university.
2. Meet and Confer. Provided that the operations of an ASF Member's work unit will not be adversely affected, release time from normally-scheduled duties without loss of pay shall be granted to ASF Members within the following parameters for time spent at Meet and Confer meetings:
  - a) Up to nine (9) ASF Members elected or appointed by ASF to serve on the ASF meet and confer committee(s) with the university or Minnesota Management & Budget, and



- b) Up to seventeen (17) members of the ASF State Board of Directors to serve on the ASF meet and confer committee with Minnesota State.
3. Service on University or System Committees in a Representational Capacity. In cases where an ASF Member acts as a representative of ASF on a university or system committee, ASF will select the ASF Member to serve on such committee, and the ASF Member's pay status will be in accordance with Article 19, Section A, Subd. 5. However, the Employer may elect to treat all or a portion of the time spent by the ASF Member performing such service as a work assignment by paying normal compensation and providing appropriate expense reimbursement.
- (b) Service on University or System Committees in a Non-Representational Capacity. In situations where the President/designee or Chancellor/designee requests ASF to nominate bargaining unit members to serve on university or system committees that perform the work of the Employer, and those individuals are assigned to such committees, the Employer will pay normal compensation and appropriate expense reimbursement to the ASF Member. In making nominations and assignments to committees, the effect on the ASF Member's work unit will be considered by ASF and the Employer. Although the Employer's determinations on whether to accept a nomination will not be arbitrary or capricious, such determinations shall not be subject to the grievance procedure. Nothing in this paragraph precludes the Employer assigning other ASF Members to such committees.

Subd. 2. Association President, statewide Association Officers, and Campus Association Presidents. Upon request of the Association, the Association President, statewide Association Officers, and Campus Association Presidents shall be granted up to a cumulative system-wide total of three (3) FTE release time from their assigned workloads for each year of the contract. The Association shall reimburse the Employer at the amount of the member's monthly base salary prorated for the amount of release time granted. The Association and the Employer may meet and confer to discuss additional FTE release for the Association if circumstances warrant. The number of individuals granted release time shall not exceed eleven (11). ASF Members granted release time under this Subdivision shall remain on the State payroll at their regular salary and lose no benefits.

Subd. 3. Professional Development. Upon completion of two (2) consecutive terms as Association President, an ASF Member may have the opportunity to take a paid professional development leave of up to six (6) months, if the professional development activity is mutually agreed to by the President and the ASF Member. The application for Professional Development Leave must be submitted within three (3) months of completion of the second term. The starting date of the leave must be agreed upon by the President and ASF Member. Upon completion of the

leave, a recipient of this benefit is expected to provide service for a period of time equal to the length of the Professional Development Leave. An individual who takes this professional development leave shall not accrue vacation but shall accrue sick leave at one-half (1/2) the applicable rate for the duration of the leave.

Subd. 4. Association Meetings. Authorized ASF Board members, not to exceed three (3) from each campus, shall be released one (1) day with pay per meeting for up to three (3) Association Board meetings per year.

**Section H. Board of Trustees Meetings.** The Association President and each Campus Association President shall be sent advance notices and agendas of the Board of Trustees meetings and shall also be provided copies of the minutes.

## **ARTICLE 8 MANAGEMENT RIGHTS**

**Section A. Inherent Rights.** Except as expressly delegated in this Agreement, the Employer reserves all management rights and management functions as provided by law to the state of Minnesota.

**Section B. Management Rights.** Except as expressly delegated in this Agreement, the parties agree that management rights include but are not limited to the following: establishment of educational policies of the universities; administration of the universities; selection, direction, assignment, transfer, evaluation and promotion of ASF Members; establishment of class schedules, the exercise of such areas of discretion or policy as the functions and programs of the Employer, its overall budget, utilization of technology, the organizational structure, and the number of personnel.

**Section C. Management Responsibilities.** The parties also recognize the right and obligation of the Employer to efficiently manage and conduct the operation of the System within its legal limitations and with its primary obligation to provide educational opportunities. The foregoing enumeration of Employer rights and duties shall not be deemed to exclude other inherent management rights and functions not expressly reserved herein, and all management rights and functions not expressly delegated in this Agreement are reserved to the Employer.

## **ARTICLE 9 AGREEMENT AGAINST STRIKES AND LOCKOUTS**

**Section A. Lock-Outs.** No lock-out of ASF Members shall be instituted by the Employer during the term of this Agreement.

**Section B. Strikes.** During the life of this Agreement, no illegal strike of any kind shall be engaged in, sanctioned, or supported by MSUAASF, its officers, or agents. In the event the Employer alleges that any ASF Member or ASF Members are engaged in an illegal strike, MSUAASF will, upon written notification from the employer, immediately notify such ASF Member or ASF Members in writing of the allegation and the implications of a strike. However, nothing in this Article shall be construed as a waiver by MSUAASF of the rights of ASF Members to conduct a permissible and legal strike pursuant to Minnesota Statutes §179A.18.

## **ARTICLE 10 APPOINTMENTS**

**Section A. Appointments.** There shall be the following types of ASF Member appointments:

Subd. 1. Fixed-Term. A fixed-term appointment is an appointment for a limited period of time. A fixed-term appointment terminates at the end of the appointment period and does not imply that any future employment will be offered.

- (a) Fixed-term appointments may be used to fill vacancies created by leaves of absence, to fill positions when the President determines that normal recruitment and selection procedures cannot be implemented due to time constraints (an emergency fill), to meet peak work demands, to fill positions that involve head or assistant coaching responsibilities, to fill positions during departmental or university restructuring, to fill positions that may be eliminated in the near future, or for special projects. For all fixed-term positions, the Employer will communicate to the Association in writing the basis for the fixed-term position prior to or, at a minimum, contemporaneously with the fixed-term appointment.
- (b) Normally, a fixed-term appointment shall not exceed twelve (12) months in duration. However, the President may extend such an appointment to a maximum of twelve (12) additional months when such action is deemed to be in the best interest of the university. Fixed-term appointments involving head or assistant coaching responsibilities shall not be subject to the limitations set forth in this paragraph.
- (c) Fixed-term appointments may be extended for up to an additional twelve (12) months (for a total of 36 months) upon:
  - (1) sixty (60) calendar days written notice to the Association detailing the Employer's explanation of the necessity for the additional appointment period; and
  - (2) the agreement of Association.

- (d) If the position is being used to fill a leave of absence pursuant to Article 19, Section A, or to replace an individual on an acting or interim appointment in a higher range within the bargaining unit under Article 12, Section I, Subd. 2. (a) a fixed-term appointment may extend beyond thirty-six (36) months, but shall be limited by the length of the leave granted or the duration of the acting or interim appointment.
- (e) If there is a need to terminate the appointment prior to the appointment end date, the ASF Member will be given forty-five (45) calendar days' notice of such termination.
- (f) Current or future ASF Members in a probationary, permanent, or externally funded position who are assigned coaching duties will not be involuntarily converted to fixed term status. For positions involving head or assistant coaching responsibilities, ASF Members may only be assigned fixed term assignments under this subdivision if the coaching duties are at least fifteen percent (15%) of the position duties.

Subd. 2. Externally Funded.

- (a) Externally funded appointments are at least 25% financed by funding outside of the Employer's control which, for purposes of this subdivision, includes, but is not limited to, external grants, funding between Minnesota State institutions, and funding based upon voluntary revenue sources (e.g., child care fees, athletic ticket sales, etc.). Such appointments are not subject to the two (2) year limitation in Subd. 1.
- (b) Positions filled by an externally funded appointment do not become probationary when a portion of the funding is supplied from state money or state generated revenue. An externally funded appointment terminates when the external funding ceases, unless the university determines to continue the position when external funding ceases. An externally funded appointment does not imply that any future employment will be offered. Any ASF Member hired on an externally funded appointment who subsequently becomes fully funded by state appropriated monies in the same position shall be converted to a fixed term or a probationary appointment. The probationary period for ASF Member(s) moved from externally funded positions to probationary status as a result of this subdivision shall be governed by Subd. 4(c).
- (c) Any ASF Member hired on probationary status shall not be involuntarily changed to externally funded status.
- (d) Non-Renewal and Personnel Reduction. Any ASF Member with an externally funded appointment with four (4) years or less of service may be non-renewed at the end of the ASF Member's appointment. Such non-

renewal shall not require just cause, but shall require ninety (90) calendar days advance written notice. The decision of the president to non-renew an externally funded ASF Member shall not be subject to the arbitration step of the grievance procedure. Notwithstanding the provisions of Article 22, ASF Members with externally funded appointments with more than four (4) years of service shall receive written notice of personnel reduction one hundred fifty (150) calendar days in advance of termination. For purposes of this paragraph, a personnel reduction shall not include the elimination of externally funded positions due to cessation or reduction of external funding.

- (e) Discipline. Any ASF Member with an externally funded appointment shall be subject to discipline only in accordance with the “just cause” provisions set forth in Article 23.

#### Subd. 3. Intermittent.

- (a) Definition. An intermittent appointment means the employee will work an irregular and uncertain schedule which alternatively begins, ceases, and begins again as the needs of the Employer require.
- (b) Maximum Work Days. An intermittent employee shall not work more than seventy-five (75) days in a fiscal year.
- (c) Benefits. During the period of an intermittent appointment, an employee shall not accrue vacation, sick leave, or other benefits provided in this Agreement, unless otherwise required by law. Intermittent employees shall receive holiday pay if the holiday falls within an intermittent employee’s period of work.
- (d) Discipline. Intermittent employees shall be subject to discipline only in accordance with the “just cause” provisions set forth in Article 23.
- (e) Elimination and Non-rehire. The cessation of an intermittent employee’s period of appointment shall not require just cause. The decision to not rehire an intermittent employee shall not require just cause.

#### Subd. 4. Probationary.

- (a) Definition. A probationary appointment means that the individual holding such an appointment is being evaluated for purposes of determining whether or not the ASF Member will be offered an appointment with permanent status.

- (b) Length. The total period of probationary service, prior to the acquisition of permanent status, shall be four (4) consecutive appointment years of service within a university without a break in service. For purposes of this Article, an appointment year is defined as service during a period starting from July 1 through June 30 annually that is at least one-half time (.5 FTE) for nine (9) to twelve (12) months.

An ASF Member who has multiple consecutive appointments in the same range within an appointment year shall have these counted toward fulfilling a year of probationary service if the appointments total at least nine (9) to twelve (12) months and are at least one-half time (.5 FTE)

- (c) Computation. In the event that an ASF Member is on a fixed-term or externally funded appointment, and is appointed to a probationary position within the bargaining unit at the same university without a break in service, the ASF Member involved shall receive one (1) appointment year of credit toward permanent status for each appointment year of service up to a maximum of three (3), but in such case shall serve a minimum of one (1) appointment year of probationary status in that position. For an externally funded ASF Member whose position becomes fully funded by state appropriated monies as specified in Article 10, Section A, Subd. 2(b), the one (1) appointment year probationary period in that same position may be waived at the discretion of the President/designee. Such discretion is not subject to the grievance procedure. Notwithstanding the above, prior service in the classified service, if such service is in the ASF Member's current position, shall be counted toward completing the probationary period up to a maximum of three (3) appointment years.

Probationary ASF Members who are assigned to a different position within the bargaining unit shall complete their probationary period in the new position or serve a one (1) year probationary period, whichever is greater.

- (d) Discipline. An ASF Member with a probationary appointment shall be subject to discipline only in accordance with the "just cause" provisions set forth in Article 23 Discipline.
- (e) Non-Renewal. A probationary ASF Member may be non-renewed with advance notice, as specified below. Such a non-renewal shall not require just cause.

If the ASF Member's first appointment is less than nine (9) months, written notice of non-renewal shall be one (1) month. Otherwise, one hundred fifty (150) calendar days' notice of non-renewal shall be given during the first, second, third, or fourth year of probation. Summer months shall not be excluded from the calculation of the notice period.

Nothing contained herein modifies the computation of service applied to probation under (b) and (c) above. The decision of the President to non-renew a probationary ASF Member shall not be subject to the arbitration step of the grievance procedure. During the notice period, the ASF Member remains in probationary status, despite the provisions of Article 10, Section A, Subdivisions 4(b) and (c) above. The Campus Association President shall receive notice of non-renewal of any ASF Member in the local unit.

- (f) Evaluation. Probationary ASF Members shall be provided an annual written performance evaluation based on job performance as established by each campus. Job performance deficiencies noted in this evaluation are to be addressed in a plan for performance improvement developed by the supervisor after consultation with the ASF Member.
- (g) Special Probation. Permanent ASF Members who have been promoted pursuant to Article 12, Section G, Subdivision 1 to a different position within the bargaining unit (except if assigned to an interim/acting position) at the same university after they have attained permanent status shall be subject to a probationary period of three hundred ninety five (395) calendar days beginning on the first day of the appointment in the new position. If an ASF Member does not successfully complete this special probationary period, the ASF Member shall be provided thirty (30) calendar days advance notice, and then be returned to the individual's immediately preceding status. Failure to successfully complete the special probationary period shall not be subject to the grievance procedure. For purposes of this paragraph, "returned to the ASF Member's immediately preceding status" means the ASF Member will be assigned to a position in the bargaining unit at the university in the same range as the position the ASF Member occupied immediately prior to being promoted, and the ASF Member's salary will be sent in accordance with Article 12, Section G, Subdivision 4 Demotion. If this assignment is to the position the ASF Member occupied immediately prior to being promoted, there will be no subsequent special probation. If this assignment is not to the position the ASF member occupied immediately prior to being promoted, there will be an associated special probation.

Subd. 5. Permanent Status. An appointment with permanent status is an appointment granted by the Employer upon successful completion of the probationary period specified in Subd. 4 above. Appointments with permanent status are for an indefinite time period and individuals holding such appointments continue in employment status within the university, but not in any particular position, unless terminated under the provisions of either Article 23, Discharge Suspension, and Disciplinary Demotion, or Article 22, Personnel Reduction and Layoff.

Subd. 6. Position Requirements. All ASF position appointments of greater than six (6) months duration require minimum qualifications of a Bachelor's

degree/appropriate professional certification, or an equivalent combination of education and experience. The six (6) month period may be extended by an additional six (6) months if the Employer notifies the campus Association in writing that the Employer has experienced a failed search with respect to the affected position. ASF Members employed prior to July 1, 1999, shall not be discharged or demoted based upon this provision.

Subd. 7. Limited Appointment for Residence Halls and Admissions Positions. A limited appointment is an optional appointment, as determined by the university, for a limited period of time for up to five (5) appointment years within a university. A limited appointment terminates at the end of the appointment period and does not imply that any future employment will be offered. Limited appointments may only be used for positions working in residence halls with primary duties that involve living in a residence hall, and for admissions positions having primary duties of off-site student recruiting. If there is a need to terminate the limited appointment prior to the appointment end date, the ASF Member will be given written notice of such termination. If the ASF Member's limited appointment is less than nine (9) months, termination shall require a notice of thirty (30) calendar days. For an ASF Member in the first appointment year of a limited appointment, termination shall require a notice of sixty (60) calendar days. Otherwise, one hundred and twenty (120) calendar days' notice of termination shall be given during the second, third, fourth and fifth appointment years. Summer months shall not be excluded from the calculation of the notice period.

(a) If an ASF Member is on a Limited Appointment and appointed subsequently to a probationary position within the bargaining unit at the same university without a break in service, the ASF Member shall receive one (1) appointment year of credit toward permanent status for each appointment year of service in the limited appointment up to a maximum of three (3) appointment years of credit, but in such case shall serve a minimum of one (1) appointment year of probationary status in that position.

(b) Discipline. An ASF Member with a limited appointment shall be subject to discipline only in accordance with the "just cause" provisions set forth in Article 23 Discipline.

## **Section B. Reserved.**

**Section C. Notification of Appointment.** Each ASF Member will be notified in writing at the beginning of each fiscal year of the individual's salary, salary range, title, type of appointment, starting and ending dates of the appointment, full or part-time status (if part-time, percentage of full-time will be shown), probationary appointment years worked, if any, payment option, and any other relevant special conditions of employment, if any, such as "live-in" requirements and applicable rental charges for residence hall staff. The format of the appointment document shall be the same for each university, and shall include a statement that the appointment is subject to the provisions of this Agreement. However, if



the Employer develops a means to allow ASF Members to access this information electronically, the above described written notification need not be provided.

**Section D. Notice of Change of Appointment.** Any change of terms and conditions of an existing appointment not sufficient to constitute layoff is not effective until thirty (30) days after notification to the affected ASF Member.

**Section E. Performance Evaluations.** Prior to implementing procedures for ASF Members' performance evaluations, the President/designee shall meet and confer with the Campuses Association. The instruments and procedures shall be uniform throughout the campus. Each ASF Member shall be evaluated regularly in accordance with these procedures. Job performance deficiencies noted in this evaluation are to be addressed in a plan for performance improvement developed by the supervisor after consultation with the ASF Member.

## **ARTICLE 11 WORKLOAD**

**Section A. Base Pay Rates.** The following base pay rates will apply:

Subd. 1. Fair Labor Standards Act (FLSA) Exempt ASF Members. The salary ranges, and annual base salaries set within those ranges, are for the full fiscal year (July 1- June 30), and shall not be added to or subtracted from to reflect fluctuations in the number of work days (260, 261, 262) in a given year. Any appointment of less than twelve (12) months shall have the base salary prorated based on the FTE of the appointment, as determined by that portion of the actual duty days worked in a given fiscal year (e.g., 260, 261, or 262 as appropriate). Any other appointment of less than full time shall have the base salary pro-rated based on the FTE of the appointment, as defined in Article 11, Section D.

Subd. 2. FLSA Non-Exempt ASF Members. The salaries indicated on the salary schedule are based on full time employment for a forty (40)-hour work week over twelve (12) months. Any appointment of less than twelve (12) months shall have the base salary pro-rated based on the FTE of the appointment, as determined by the portion of the actual duty days worked in a given fiscal year (e.g., 260, 261, or 262 as appropriate). Any other appointment of less than full time shall have the base salary pro-rated based on the FTE of the appointment, as defined in Article 11, Section D. Variations in an ASF Members actual hours worked will be compensated as provided in the FLSA and this Article.

**Section B. Work Schedule.** The Employer and the Association endorse the principle that non-traditional working patterns may provide the best means for the discharge of professional responsibilities. In such context, the Employer agrees that schedule adjustments as approved by the President/designee shall be made to adjust for unique

requirements of the ASF Member's assignment. Additionally, the Employer and the Association agree to the following concepts regarding schedule adjustments:

Subd. 1. ASF Members hold professional positions within the Association, and are responsible for accomplishing the necessary work reasonably expected of the positions.

Subd. 2. The Association and the Employer agree that programs, departments and service areas of the universities need to operate for determined hours and to provide determined services to the clientele of the universities.

Subd. 3. Work Schedules for FLSA Exempt ASF Members.

- (a) Within each program, department or service area, ASF Members as assigned may work in excess of their normal bi-weekly work period to meet peak work demands. These peak demands may be considered as annual recurring requirements of the position, or periodic normal requirements of the position. The Employer agrees that ASF Members shall be permitted to schedule flexible work schedules to offset these peak work periods.
- (b) It is also understood by the Association and the Employer that the flexible work schedules will be implemented following the peak work periods and approved in advance by the appropriate manager or supervisor. The Employer agrees that administrators, managers and supervisors shall make a reasonable attempt to honor requests for these applications, dependent upon staffing and project needs. Such requests, where honored, must be completed within twelve (12) months following the conclusion of the respective peak work period.
- (c) The Association and the Employer agree that the time management understanding outlined herein does not entitle any ASF Member to an hour for hour offset for time worked in excess of their normal bi-weekly work period.
- (d) The Association and the Employer agree that the application of these procedures shall be on a request by request basis and shall not result in the establishment of formal or informal compensatory time banks.

Subd. 4. Work Schedules for FLSA Non-Exempt ASF Members.

- (a) The normal work period for full time FLSA non-exempt ASF Members shall be forty (40) hours of work during seven (7) consecutive days. A university may use other work schedules permitted by the FLSA, and shall notify the affected ASF Members when those other work periods are in effect. Hours worked in excess of the maximum number of hours permitted in each applicable work period are overtime hours. All paid vacation time,

paid holidays, paid sick leave, paid compensatory time off, and other paid leaves of absence shall not be considered "time worked" for overtime compensation purposes. All overtime work requires prior approval by the supervisor.

- (b) Balancing Hours within a Work Period. By mutual agreement, an FLSA nonexempt ASF Member and the immediate supervisor may adjust hours during a work period.
- (c) No Duplication of Payment. Compensation shall not be paid more than once for the same hours under any provision of this Agreement. For purposes of this paragraph, Honoraria, Special Initiative Awards and Professional Excellence Awards as detailed in Article 12, Section I, Subdivisions 4, 5 and 6 are not considered compensation.

**Section C. Fair Labor Standards Act.** No provision of this Agreement shall abridge, violate or diminish rights of ASF Members as guaranteed by the Fair Labor Standards Act.

**Section D. Part-Time Scheduling.** Subject to Section B of this Article, the Employer and the Association endorse the principle that less than full time equivalent ("FTE") positions shall, within reason, be expected to work a biweekly work period that equates to an eighty (80) hour work period multiplied by the position's FTE. (e.g., 80 hours @ .75 = 60 hours).

It is further understood by both parties that ASF Members assigned to less than a FTE position may be required, during the peak work periods, to exceed their normal biweekly work period. FLSA non-exempt ASF Members who work a part-time schedule will earn overtime for hours worked in excess of forty (40) in a work week.

The Employer agrees to review any ASF position that is less than one (1) FTE if the Association can demonstrate that the position has regularly been required to work a work period that substantially exceeds the normal work period as defined above, and adjust the FTE of the respective position as deemed appropriate by the Employer.

**Section E. Compensatory Time for FLSA Non-Exempt ASF Members.**

Subd. 1. Eligibility for Compensatory Time. Only ASF Members who are non-exempt under the FLSA are eligible to accrue compensatory time in lieu of cash overtime.

Subd. 2. Accrual of Compensatory Time. By mutual agreement between the eligible ASF Member and that individual's supervisor, overtime hours worked may be accrued as compensatory time in lieu of cash overtime. Overtime hours worked that are accrued as compensatory time will be credited at the rate of time and one half. In the absence of an agreement to credit overtime hours worked as compensatory time, the overtime hours shall be compensated in cash at a rate of time and one half of the individual's regular rate of pay.

Subd. 3. Limit on Accrual of Compensatory Time. The maximum amount of hours that may be accrued as compensatory time at any given time is two hundred and forty (240) hours. All overtime hours worked over this maximum will be compensated in cash.

Subd. 4. Scheduling Compensatory Time. An eligible ASF Member, who has accrued compensatory time and requested use of this compensatory time, shall be permitted to use such time off within a reasonable period after making the request, if such request does not unduly disrupt the operations of the university. Nonetheless, the university may require an ASF Member to use accrued compensatory time by providing reasonable advance notice to the ASF Member prior to the scheduled time off.

Subd. 5. Liquidation of Compensatory Time.

- (a) Payments for all or a portion of an ASF Member's compensatory time may be made at any time and shall be paid at the regular rate earned by the ASF Member at the time the employee receives such payment.
- (b) Upon termination of employment, the individual shall be paid for unused compensatory time at a rate of compensation as provided in 29 C.F.R. 553.27(b).
- (c) If for any other reason (including, but not limited to, movement to a FLSA exempt position or layoff) an ASF Member becomes ineligible for compensatory time under this collective bargaining agreement, the ASF Member's unused compensatory time shall be paid at the regular rate earned by the employee in the individual's last ASF FLSA non-exempt position. Further, if an eligible ASF Member moves for any reason to the jurisdiction of another Appointing Authority, the ASF Member's unused compensatory time shall be paid at the last rate earned by the employee at the sending university.

## **ARTICLE 12 SALARIES**

### **Section A. Assignment to Salary Range.**

Subd. 1. Process. Subject to meet and confer, the Employer will have a process for the assignment of positions to salary ranges. The process will use the following instruments: MSUAASF Position Description form, Administrative Procedures for MSUAASF Position Allocation, and the MSUAASF Position Allocation Matrix. The Employer will provide a copy of these documents to the Campus Association President, and a copy will be available in each human resources office. The

documents referred to in this Subdivision are not part of the collective bargaining agreement, and are not negotiable or grievable.

Subd. 2. Evaluation Committee. A local evaluation committee will be established by the President and it shall include a Campus Association representative.

Subd. 3. Range Assignments. Positions are assigned to salary ranges A through E. Such assignments shall continue for the duration of this Agreement unless changed pursuant to Subd. 4 of this Section.

Subd. 4. Position Evaluations. Positions created during the term of this Agreement will be evaluated for the purpose of assignment to salary range. An ASF Member or supervisor may request to have a position reevaluated if such a request is based upon substantive changes in the position and such request shall be acted upon unless the position has been evaluated in the previous twelve (12) month period, in which case endorsement of the request by the President's designee will be required before a reevaluation is undertaken. All requests for reevaluation shall be in writing. The Employer agrees that an opportunity to appear before the evaluation committee will be provided to the ASF Member. The Campus Association President and the ASF Member shall be notified of the results of the campus recommendation. Except as provided in Article 12, Section G. Subd. 5, the effective date of the reassignment to a different salary range shall be the date the Human Resources Director or designee receives a formal written request for reevaluation of the position, with all appropriate agreed upon documentation.

Subd. 5. Position Description. The format of position descriptions shall be uniform for all positions in the bargaining unit. An ASF Member's position description shall be provided by the university's Human Resources Office upon request of the ASF Member or the applicable Campus Association President.

Subd. 6. Discretion. The ultimate authority of assignment to ranges is reserved to the discretion of the Employer.

**Section B. Salary Schedules for FY 2020 and FY 2021.**

Subd. 1. Salary Schedule Effective July 1, 2019 through July 7, 2020.

	Range A	Range B	Range C	Range D	Range E
Step 1	\$ -	\$ 36,091	\$ 43,138	\$ 50,553	\$ 58,982
Step 2	\$ -	\$ 37,050	\$ 44,286	\$ 51,899	\$ 60,549
Step 3	\$ -	\$ 38,151	\$ 45,630	\$ 53,439	\$ 62,347
Step 4	\$ -	\$ 39,295	\$ 46,970	\$ 55,044	\$ 64,220
Step 5	\$ 33,655	\$ 40,584	\$ 48,399	\$ 57,221	\$ 66,265
Step 6	\$ 34,552	\$ 41,872	\$ 49,977	\$ 59,391	\$ 68,315
Step 7	\$ 35,576	\$ 43,162	\$ 51,319	\$ 61,563	\$ 70,363
Step 8	\$ 36,644	\$ 44,454	\$ 52,815	\$ 63,738	\$ 72,430
Step 9	\$ 37,854	\$ 45,740	\$ 54,356	\$ 65,875	\$ 74,561
Step 10	\$ 39,067	\$ 47,071	\$ 55,942	\$ 68,091	\$ 76,756
Step 11	\$ 40,281	\$ 48,438	\$ 57,576	\$ 70,380	\$ 79,017
Step 12	\$ 41,497	\$ 49,850	\$ 59,261	\$ 72,747	\$ 81,342
Step 13	\$ 42,704	\$ 51,300	\$ 60,995	\$ 75,197	\$ 83,737
Step 14	\$ 43,941	\$ 52,794	\$ 62,784	\$ 77,731	\$ 86,209
Step 15	\$ 45,214	\$ 54,339	\$ 64,622	\$ 80,348	\$ 88,751
Step 16	\$ 46,527	\$ 55,926	\$ 66,515	\$ 83,063	\$ 91,371
Step 17	\$ 47,878	\$ 57,560	\$ 68,471	\$ 85,510	\$ 94,069
Step 18	\$ 49,275	\$ 59,244	\$ 70,477	\$ 88,031	\$ 96,850
Step 19	\$ 50,710	\$ 60,975	\$ 72,544	\$ 90,625	\$ 99,710
Step 20	\$ 52,231	\$ 62,805	\$ 74,719	\$ 93,344	\$ 102,703

Subd. 2. Salary Schedule Effective July 8, 2020 through June 30, 2021.

<b>Salaries Effective July 8, 2020 through June 30, 2021 (FY 2021)</b>					
	Range A	Range B	Range C	Range D	Range E
Step 1	\$ -	\$ 36,632	\$ 43,785	\$ 51,311	\$ 59,867
Step 2	\$ -	\$ 37,606	\$ 44,950	\$ 52,677	\$ 61,457
Step 3	\$ -	\$ 38,723	\$ 46,314	\$ 54,241	\$ 63,282
Step 4	\$ -	\$ 39,884	\$ 47,675	\$ 55,870	\$ 65,183
Step 5	\$ 34,160	\$ 41,193	\$ 49,125	\$ 58,079	\$ 67,259
Step 6	\$ 35,070	\$ 42,500	\$ 50,727	\$ 60,282	\$ 69,340
Step 7	\$ 36,110	\$ 43,809	\$ 52,089	\$ 62,486	\$ 71,418
Step 8	\$ 37,194	\$ 45,121	\$ 53,607	\$ 64,694	\$ 73,516
Step 9	\$ 38,422	\$ 46,426	\$ 55,171	\$ 66,863	\$ 75,679
Step 10	\$ 39,653	\$ 47,777	\$ 56,781	\$ 69,112	\$ 77,907
Step 11	\$ 40,885	\$ 49,165	\$ 58,440	\$ 71,436	\$ 80,202
Step 12	\$ 42,119	\$ 50,598	\$ 60,150	\$ 73,838	\$ 82,562
Step 13	\$ 43,345	\$ 52,070	\$ 61,910	\$ 76,325	\$ 84,993
Step 14	\$ 44,600	\$ 53,586	\$ 63,726	\$ 78,897	\$ 87,502
Step 15	\$ 45,892	\$ 55,154	\$ 65,591	\$ 81,553	\$ 90,082
Step 16	\$ 47,225	\$ 56,765	\$ 67,513	\$ 84,309	\$ 92,742
Step 17	\$ 48,596	\$ 58,423	\$ 69,498	\$ 86,793	\$ 95,480
Step 18	\$ 50,014	\$ 60,133	\$ 71,534	\$ 89,351	\$ 98,303
Step 19	\$ 51,471	\$ 61,890	\$ 73,632	\$ 91,984	\$ 101,206
Step 20	\$ 53,014	\$ 63,747	\$ 75,840	\$ 94,744	\$ 104,244

**Section C. Compensation Adjustments for FY 2020 and FY 2021.**

Subd. 1. FY 2020 Compensation

- (a) The salary for FY 2020 is reflected in the table in Section B, Subd. 1 above.
- (b) Except for ASF Members at Step 20 and those excluded by Section D below, all other ASF Members employed in the unit on January 8, 2020 will receive a one (1) step increase on the salary schedule set forth in Section B, Subdivision 1.
- (c) Effective January 8, 2020, an ASF Member employed in the unit whose salary was at Step 20 on January 8, 2020 shall receive a one-time lump-sum payment, less applicable deductions, equal to three percent (3%) prorated by FY 2020 FTE, of their January 8, 2020 base salary.

Subd. 2. FY 2021 Compensation

- (a) Except for ASF Members excluded under Section D below, all ASF Members employed in the bargaining unit during FY 2020 and who remained in the unit at the start of FY 2021 will have their salaries adjusted effective July 8, 2020 as provided in the July 8, 2020 salary schedule in Section B, Subdivision 2.<sup>1</sup>

**Section D. Exclusions.** Medical Directors and Health Service Physicians shall have their initial salary set without reference to the ranges stated above. Effective January 8, 2020, ASF Members under this section who are employed in the bargaining unit shall receive a three percent (3%) increase to their base salary in effect on January 7, 2020. On July 8, 2020, ASF Members under this section who were employed in the bargaining unit during FY 2020 and who remained in the unit at the start of FY 2021 shall receive a one and one-half percent (1.5%) increase to their base salary in effect on July 7, 2020.

**Section E. Duration of Salary Increases.** Any salary increases provided in this Agreement shall be limited to the duration of this Agreement, and if a successor Agreement is not in effect on July 1, 2021, ASF Members shall be compensated pursuant to the effective salary as of June 30, 2021, until such time as a successor Agreement is in effect.

**Section F. New ASF Members.** Step placement for new ASF Members shall be consistent with equity and experience. If market is a factor in determining salary placement, and the salary exceeds the midpoint of the appropriate range, the salary must be approved by the Minnesota State System Office.

**Section G. Salaries on Promotion or Reassignment or Downgrade or Demotion or Reevaluation to a Lower Range or Lateral Movement.**

Subd. 1. Promotion. A promotion occurs when a current ASF Member is selected to fill a vacant position in a higher salary range. An ASF Member assigned to fill a position in the bargaining unit in a higher salary range on an Acting or Interim basis pursuant to Article 12, Section I, Subdivision 2 who is subsequently selected to fill the same position shall be deemed to have been promoted. Compensation will be determined at the time of the new appointment.

Subd. 2. Reassignment. A reassignment occurs when, as a result of increased levels of responsibility within a given job, that job is reevaluated in accordance with the procedures set out in Section A of this article and reassigned to a higher salary range. The ASF Member will be compensated at a salary which is, at a minimum, the nearest higher salary in the new range plus one (1) additional step.

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<sup>1</sup> The FY 2021 salary schedule in Section B, Subdivision 2 reflects a 1.5% ATB increase from the salary schedule for the previous fiscal year. This footnote is included for informational purposes only and is not a term of the contract.



Subd. 3. Downgrade. A downgrade occurs when an ASF Member voluntarily accepts a position in lower salary range. The ASF Member shall have his/her salary reduced to the maximum of the new range, or if his/her salary is within the new range, to the step which is nearest to but not greater than his/her current salary.

Subd. 4. Demotion. A demotion occurs when an ASF Member is placed in a position in a lower salary range pursuant to Article 10, Section A, Subdivision 4(g) Special Probation, or for disciplinary reasons pursuant to Article 23 Discipline. When the ASF Member is demoted pursuant to Article 10, Section A, Subdivision 4(g) Special Probation, the ASF Member's salary shall be reduced to the range and step the ASF Member was paid immediately preceding the Special Probation plus any contractually negotiated step increases. When a demotion occurs pursuant to Article 23, the ASF Member shall receive a salary within the range to which the individual is demoted. In no event shall the ASF Member receive an increase in salary as a result of the disciplinary demotion pursuant to Article 23.

Subd. 5. Reevaluation to a Lower Range.

- (a) When a filled position is reevaluated in accordance with the procedures set out in Section A of this Article and is reassigned to a lower salary range, the ASF Member in that position will remain at the prior range and step for two (2) years, after which the ASF Member, if in the same position and assigned the same responsibilities, will have his/her base salary reduced: 1) to the maximum step of the new range, for those who are above the maximum of the new range, or 2) to the step in the new range which is nearest to but not greater than his/her current base salary, if his/her salary is within the new range.
- (b) A range reassignment for a disciplinary purpose is subject to the provisions of Article 23 and not this subdivision.
- (c) An ASF Member whose current position range reassignment grandparenting resulting from the 1992 Salary Equity Study will not be subject to this subdivision.

Subd. 6. Lateral Movement. A Lateral Move occurs where an ASF Member is assigned to a different position at the same university in the same range as the result of an external search process. In such situations, the ASF Member's step placement will be reviewed consistent with the factors stated in Section F of this Article, and may be modified, if justified by those factors. However, at a minimum the ASF Member's salary will remain at the same step that it was prior to the lateral move.

**Section H. Exceptional Achievement Incentive Program.** The purpose of this program is to provide ASF Members with an incentive to attain high achievement in a number of areas. It will provide recognition to an ASF Member who has demonstrated ongoing exceptional achievement as defined in Subds. 2 and 3 of this Section. The Exceptional

Achievement Incentive Program shall be based on the principles of demonstrated consistent high performance and achievement. For each Fiscal Year of this Agreement, no more than ten percent (10%) of the eligible ASF Members at each university, as of July 1<sup>st</sup>, may have applications approved and receive an incentive under this program.

Subd. 1. Eligibility. ASF Members on Fixed-term, Externally Funded, Probationary, and Permanent appointments are eligible to receive an Exceptional Achievement Incentive after 9 months of consecutive service in this bargaining unit of at least one-half time (.5 FTE).

Subd. 2. Exceptional Achievement Requirements. All eligible ASF Members who apply for this program are expected to demonstrate and provide evidence of exceptional achievement under Subd. 3(a) of this Section. In addition, all eligible applicants must demonstrate and provide evidence of exceptional achievement under a minimum of two (2) other criteria identified in Subd. 3. These additional criteria may be chosen by the Member applicant from paragraphs (b) through (f) in Subd. 3. All evidence of exceptional achievement must be submitted as part of the Member's application portfolio described in Subd. 5.

Subd. 3. Criteria. The criteria to be used shall be:

- (a) Demonstrated ability to effectively perform job responsibilities. Exceptional achievement in performing the ASF Member's job responsibilities is a necessary condition of an exceptional achievement incentive plan. A pattern of consistent exceptional achievement on performance evaluations may be considered appropriate evidence of satisfying this criteria.
- (b) Scholarly activity, creative achievement or research. Evidence of an ASF Member's continuing contribution to the individual's profession is necessary to meet this criteria. ASF Members can demonstrate exceptional achievement in this criteria in a number of ways, such as: professional recognition by peers at a state, regional or national level; appropriate dissemination of new knowledge, scholarly and/or artistic work; or applied scholarly research.
- (c) Evidence of continuing preparation, study. ASF Members can demonstrate exceptional achievement in this criteria in a number of ways, such as: completion of a degree or certificate program; evidence of active participation as a presenter in state, regional or national professional meetings; completion of post-graduate seminars; participation in workshops and training sessions; and additional graduate coursework. Such continuing preparation and study should be directly related to either the individual's position responsibilities or continued professional growth within the Minnesota State system.

- (d) Contribution to student growth and development. ASF Members can demonstrate exceptional achievement in this area in a number of ways, such as: through evidence of advising excellence; unusual success in recruitment, retention or placement of students; counseling excellence; residential-life programming excellence; facilitation of student groups and student leadership, student research projects or internships; documented praise and recognition from alumni; or substantial involvement in department, division, and extra-departmental student activities.
- (e) Service to the university or community. Exceptional service to the university can be demonstrated in a number of ways, such as: through service on departmental, division, or university committees; service for professional organizations; work on specific projects on the university's behalf; unusual success in fundraising; conducting workshops; developing and maintaining effective working relationships with teaching faculty; teaching courses not part of position responsibilities; and assisting with cultural diversity efforts. Service to the external community is generally understood to be service consistent with, or growing out of, the ASF Member's professional expertise, yet beyond the expectations of the ASF Member's position responsibilities.
- (f) Other contributions that further the strategic goals of the Minnesota State system. Evidence of the ASF Member's exceptional contributions in furtherance of the Minnesota State system's strategic goals that might not otherwise fall clearly into criteria (a) through (e) above will be considered to satisfy one of the two applicant-selected criteria described above. Documentation submitted in support of this criterion must clearly identify and explain how the ASF Member has furthered the system's strategic goals. Contributions in support of this criterion may be consistent with, or growing out of, the ASF Member's professional expertise, but should generally be beyond the expectations of the ASF Member's position responsibilities.

Subd 4. Timelines and Funding. An ASF Member who meets the eligibility criteria and wishes to apply for this program must comply with all applicable deadlines for the program, as determined by the ASF Member's current university, for the fiscal year in question. Each university shall communicate available funds for the program, as well as its application and decision timelines, no later than two (2) months prior to the date application portfolios are due.

Subd. 5. Application Procedures and Portfolio.

- (a) All eligible ASF Members who apply for this program must electronically submit an application portfolio sufficient to allow the university to evaluate whether and how the ASF Member applicant has demonstrated exceptional achievement in each of the three areas specified in Subdivision 2. The application portfolio shall, at a minimum, include: (1) a written statement

that identifies which of the applicant-selected criteria in Subdivision 3 the ASF Member has chosen and explains in detail how the ASF Member has satisfied the relevant criteria required; (2) evidence documenting the Member's satisfaction of each of the three criteria; and (3) a written verification from the ASF Member's supervisor of the ASF Member's eligibility to apply.

- (b) The ASF Member applicant shall timely submit his/her completed application portfolio to the appropriate Vice President or other appropriate senior-level administrator. The Vice President or other appropriate senior administrator will submit a recommendation along with the application to the President, whose decision shall be final. The decision to approve or not approve an incentive shall not be grievable.

Subd. 6. Incentive Amount. If selected to receive an incentive under this program, the ASF Member will receive a lump-sum payment of three-thousand (\$3,000) less normal withholdings and deductions. This lump-sum payment shall not be added to base. ASF Members at the top of the salary schedule are not excluded from receipt of this incentive.

Subd. 7. Effective Date. Applicants selected to receive an incentive under this program shall normally receive the incentive in or before the last full pay period of the fiscal year in which their application was submitted.

## **Section I. Additional Assignments and Compensation.**

Subd. 1. Additionally Assigned Responsibilities. Under the circumstances described in this subdivision, an ASF Member temporarily assigned additional duties or responsibilities shall be provided appropriate additional compensation. At a minimum, appropriate additional compensation will be five (5) percent of base salary. For the ASF Member to be eligible for additional compensation, all of the following conditions must be met:

- (a) The additionally-assigned duties or responsibilities must not be reasonably covered by the ASF Member's position description;
- (b) The additionally-assigned duties or responsibilities must reasonably be those of an unclassified position in an equal or higher range; and
- (c) The ASF Member's employing university must anticipate that the duration of the Member's performance of the temporary additional assignment will be six (6) weeks or longer, and the university must have an expectation that the additional assignment will end. Time that an ASF Member is scheduled to be on vacation or leave of any other sort shall not count towards the fulfillment of the six-week requirement.

Additionally, in circumstances where an FLSA Exempt ASF Member is temporarily assigned additional duties or responsibilities that meet criteria (b) and (c) above, but not criterion (a), the university may, in the discretion of the President or President's designee, provide the ASF Member with an honorarium subject to the same monetary cap as provided in Article 12, Section I, Subdivision 4. This honorarium is not subject to the other requirements of Subdivision 4.

Subd. 2. Acting or Interim Assignment.

- (a) An ASF Member who is assigned on an acting or interim basis to a position in a higher range in the bargaining unit shall be compensated at a salary which, at a minimum, is the nearest higher salary in the new salary range, plus one (1) step. An ASF Member who is assigned on an acting or interim basis to a position in a higher range will have the right to return to the ASF Member's former position at the same range and step as if the ASF Member had been continuously employed in the former position.

Any acting or interim assignment with an expected duration greater than one (1) year shall be subject to meet and confer with the local Association.

- (b) An ASF Member who is assigned on an acting or interim basis to a position as a Minnesota State Administrator will have the right to return to the ASF Member's former position at the same range and step in the ASF bargaining unit at the university where the individual is employed. The ASF Member shall neither lose nor continue to accrue benefits provided to ASF Members in this bargaining unit during the period of any acting or interim appointment as a Minnesota State Administrator.
- (c) Refer to Article 5, Section L for definitions of acting or interim assignments.
- (d) Article 12, Section G, Subdivision 1 addresses when an ASF Member is assigned to fill a position in the bargaining unit in a higher salary range on an Acting or Interim basis and is subsequently selected to fill the same position.

Subd. 3. Classroom Teaching. When any additional assignments involve classroom teaching, compensation shall, at a minimum, be at the negotiated adjunct faculty pay rate as provided in the instructional faculty collective bargaining agreement.

Subd. 4. Honorarium. An ASF Member who performs an assigned special project for the university and/or Minnesota State may be awarded an honorarium at the President's or Chancellor's discretion. For purposes of this provision, the special project must normally be outside the scope of the ASF Member's responsibilities. Additionally, at the President's discretion, an ASF Member who, after the effective date of this agreement and while employed in a position covered by this agreement,

obtains a terminal degree from an accredited institution in an academic field related to the ASF Member's position may be awarded an honorarium. Total honoraria for any individual ASF Member shall not exceed four thousand dollars (\$4,000) per fiscal year.

Subd. 5. Special Initiative Award. At the discretion of the President/designee, any ASF Member may be issued a Special Initiative Award of up to five thousand dollars (\$5,000), subject to the following conditions.

- (a) Each University shall have a Special Initiative Award Committee which shall be comprised of two (2) Campus Association representatives and three (3) Administrative representatives. After a local meet and confer, each University may implement additional written guidelines, including but not limited to procedures and deadlines, for the functioning of this committee.
- (b) An ASF Member, or a group of ASF Members, seeking consideration for a Special Initiative Award will submit a written proposal that has been approved by the individual's or individuals' supervisor(s) to the University Special Initiative Award Committee. The proposal must specifically delineate goals for a special initiative that is of benefit to the University, its mission, and/or the Minnesota State system, including a timeline and an assessment plan.
- (c) The committee may accept or reject the proposal, or make suggestions on how to improve the proposal to make it acceptable. Proposals deemed acceptable by the committee will be forwarded to the President/designee, with a recommended initial minimum dollar amount for the award. The President/designee may accept, reject or modify the proposal and/or the committee's recommendation. Written approval of the President/designee must be received prior to beginning work on the initiative.
- (d) In compliance with the assessment plan, the ASF Member(s) will provide a written report to the committee upon completion of the initiative. The committee will review the written report, document the work completed on the initiative and goal achievement, and prepare a written final recommendation to the President/designee for the amount of the award based on work completed and results achieved. The President/designee may accept or modify the committee's recommendations on the amount of the award from the recommended initial minimum up to, but not to exceed, the five thousand dollar (\$5,000) maximum. This payment will be in the form of a one-time lump sum payment, and it will not be added to or considered as part of the ASF Member's base salary.

- (e) For Fair Labor Standards (FLSA) non-exempt ASF Members, the project approval of the President/designee will be in the form of the maximum number of hours that may be devoted to the project. These hours will be paid consistent with Article 11 as they are worked. These hours will be in lieu of a lump sum payment.

Subd. 6. Professional Excellence Award. Annually, the Board of Trustees may provide a Professional Excellence Award to one ASF Member in the amount of \$5,000, less normal withholdings and deductions. This Award will be made consistent with the then-current Award Program Announcement and Guidelines (Guidelines) issued by the employer. Additionally, the employer may provide other recognition as specified in the Guidelines.

- (a) One Professional Excellence Award nominee submitted to the Board from each university, who does not receive that award from the Board, will be honored with a lump-sum award of one thousand dollars (\$1,000), less normal withholdings and deductions.

Subd. 7. On-Call for FLSA Non-Exempt ASF Members. “On-call status” is defined as when an FLSA Non-Exempt ASF Member is instructed in writing by the President/designee to remain available to work during an off-duty period. While in on-call status, the ASF Member is not required to remain at a fixed location, but is required to provide contact information where the ASF Member can be reached immediately. An eligible ASF Member who is in on-call status shall be compensated for such time on the basis of fifty dollars (\$50) for a designated twenty-four (24) hour period or part thereof, not to exceed a maximum of three hundred fifty dollars (\$350) per work week, (i.e., Wednesday through Tuesday, unless the university designates a different work week). If an ASF Member who is in on-call status performs necessary work for the university during a period of on-call, the ASF Member will be paid for the time worked at the applicable hourly rate in addition to the on-call pay.

- (a) Exchanging On-Call Assignments. With advance approval of the President/designee, an ASF Member may exchange all, or a portion of, a single on-call assignment with another ASF Member. In a swap situation, no more than one ASF Member will receive the \$50 on-call pay per assignment. The ASF Member who served on-call for the majority of the assignment will receive the on-call pay. If the ASF Members are in an on-call status for an equal amount of time during the assignment, the ASF Member who was initially assigned to be in on-call status will receive the on-call pay.

Subd. 8. Call Back for FLSA Non-Exempt ASF Members. A call back occurs when an FLSA Non-Exempt ASF Member who is not in an on-call status is required by the President/designee, without prior notice, outside of the ASF Member’s regularly scheduled work hours, to physically travel to work at a location necessitated by the circumstances. An eligible ASF Member who is called back

shall be paid a minimum of two (2) hours, or be compensated for the actual time worked, whichever is greater, at the applicable hourly rate of pay. ASF Members who use their own vehicle to report back to the worksite for the call back assignment will be reimbursed mileage for driving to and from the worksite and their home. Call back pay does not apply where the ASF Member resides at the university. Where an ASF Member resides at the university and is required by the President/designee to perform work outside regularly scheduled hours, the ASF Member will be paid for the time worked at the applicable hourly rate of pay.

Subd. 9. Career Step.

- (a) Eligibility. An ASF Member who has completed seventeen (17) continuous years of service at the university and who is not at the top step of the salary schedule shall receive, in the first full pay period of the fiscal year that follows the ASF Member's completion of 17 continuous years of service at the university, one (1) additional step on the salary schedule. For purposes of this Subdivision, years of service shall be based on the ASF's Member's last hire date at the university.
- (b) Lump Sum Payment in Lieu of Step for ASF Members at Top Step. An ASF Member who is at the top step of the salary schedule but who otherwise would be eligible for the Career Step shall receive, in the first full pay period of the fiscal year that follows the ASF Member's completion of 17 continuous years of service at the university, a one-time lump sum payment equivalent to three percent (3%) of the ASF Member's base salary in that fiscal year. The lump sum payment for an ASF Member working less than full time (1.0 FTE) in that fiscal year shall be prorated according to the ASF Member's FTE in the preceding fiscal year.

**Section J. Consolidated Positions.** During FY 2020 and FY 2021 if, as a result of a university's permanent elimination of an ASF unit position, a current Range E ASF Member is assigned additional responsibilities that were formerly assigned to the permanently eliminated position, and such additional responsibilities are not reasonably covered by the current ASF Member's position description, the university may annually elect to provide appropriate additional compensation. Appropriate additional compensation provided pursuant to this Section shall not be limited by the salary schedules set forth in this Article, but shall not annually exceed ten percent (10%) of the ASF Member's base salary. The university's decision concerning additional compensation in these circumstances shall be grievable only through Step III of the grievance procedure. Should the ASF Member be relieved of the additional responsibilities described herein, or other comparable responsibilities, the salary enhancement described in this Section shall end at that time.



**Section K. Discretionary Function.** The discretionary function of the Employer as provided in this Article shall not be the subject of the grievance procedure.

**Section L. Salary Market Adjustments.** After meeting and conferring with the Campus Association, the President/designee may certify to the Campus Association in writing that specified positions are paid below prevailing market rates based on salary surveys by third party professional organizations, such as the College and University Professional Association for Human Resources (CUPA-HR), or comparable organizations or agencies which are mutually agreed upon between the Minnesota State System Office and ASF. The President/designee, on an annual basis, may adjust the salaries for incumbent ASF Members in such positions up to fifteen (15) percent above each incumbent's normal base salary. Such adjustment(s) shall be paid as a one-time lump-sum payment within the fiscal year on a date to be determined by the President/designee, and shall not constitute a permanent increase to the ASF Member's base salary. Receipt of an annual adjustment pursuant to this Section shall not be understood to create an expectation for any future annual payments.

**Section M. Pre-Tax Expense Accounts.** The Employer agrees to provide eligible ASF Members with the option to participate in pre-tax expense account programs as permitted by law, regulation, and programmatic requirements as defined in the State of Minnesota Pre-Tax Benefits Open Enrollment materials. Current accounts include Health/Dental Premiums, Medical Expense Accounts, Dependent Care Expense Accounts, and Parking/Transit Expense Plans.

**Section N. Supplemental Retirement.** As allowed by Minnesota Statutes §§ 354C.11, 354C.12 and 345.24, the Employer will make a matching contribution of up to two thousand two hundred dollars (\$2,200) per fiscal year to each eligible ASF Member's supplemental retirement account.

**Section O. Early Notice Incentive.** ASF Members who elect to separate from employment after at least fifteen (15) years of service in Minnesota State or any of its predecessor systems shall receive an early notice incentive equivalent to 5% of the ASF Member's base salary for the period of the notice, subject to the provisions of this section. This incentive will be effective from the date the ASF Member submits a written letter of retirement or resignation through the effective date of separation. Such notice must be provided a minimum of one hundred eighty (180) calendar days but not more than three hundred sixty-five (365) calendar days in advance of the separation date.

**Section P. Payment Option.** An ASF Member with an appointment of at least nine (9) months in duration may elect, at the beginning of the ASF Member's appointment period, to have his/her salary paid over a twelve (12) month period.

**Section Q. Subcontracting.** In the event the Employer determines to subcontract out work being performed by ASF Members that may result in a reduction of ASF positions or appointment levels, the Association will be notified in advance and afforded the opportunity to meet and confer on this matter.

**Section R. Moving Expenses.** At the Employer's discretion, moving expenses may be reimbursed in accordance with applicable state regulations.

## **ARTICLE 13 INSURANCE**

**Section A. State Employee Group Insurance Program (SEGIP).** During the life of the Agreement, the Employer agrees to offer a Group Insurance Program that includes health, dental, life, and disability coverages equivalent to existing coverages, subject to the provisions of this Article.

All insurance eligible ASF Members will be provided access to an electronic summary of benefits (SOB) or a certificate of coverage (COC) for each insurance product. These documents shall be provided no less than biennially and prior to the beginning of the insurance year.

**Section B. Eligibility for Group Participation.** This section describes eligibility to participate in the Group Insurance Program.

1. ASF Members - Basic Eligibility. An ASF Member may participate in the Group Insurance Program if the individual is employed on the basis of at least fifty percent (50) of a nine (9) month or more appointment as defined in Article 11, Workload. An ASF Member hired on a fixed term or externally funded appointment during a fiscal year at fifty (50) percent time or greater should also be eligible for coverage if the president expects the appointment to continue beyond the current fiscal year at fifty (50) percent time or greater.
2. ASF Members - Special Eligibility. The following ASF Members are also eligible to participate in the Group Insurance Program:
  - a. ASF Members with a Work-related Injury/Disability. An ASF Member who was off the State payroll due to work-related injury or a work-related disability may continue to participate in the Group Insurance Program as long as such an ASF Member receives workers' compensation payments or while the workers' compensation claim is pending.
  - b. Totally Disabled ASF Members. Consistent with Minnesota Statute 62A.148, certain totally disabled ASF Members may continue to participate in the Group Insurance Program.
  - c. Separated ASF Members Under Minnesota Statute 43A.27. Pursuant to Minnesota Statute 43A. 27, Subdivision 3a(1) an ASF Member who separates from State service, and who, at the time of separation has five (5) or more years of allowable pension service, and is entitled to immediately receive an annuity under a State retirement program or is immediately

eligible to receive a retirement benefit under Chapter 354B, and who is not eligible for regular (non-disability) Medicare coverage, may continue to participate in the health and dental coverages offered through the Group Insurance Program at the individual's own expense.

Consistent with Minnesota Statute 43A.27, Subdivision 3a(2), an ASF Member who separates from State service and who, at the time of separation is at least fifty (50) years of age and has at least fifteen (15) years of State service, may continue to participate in the health and dental coverages offered through the Group Insurance Program at the individual's own expense. A spouse of a deceased retired ASF Member may continue health and dental coverages through the Group Insurance Program provided the spouse was a dependent under the retired ASF Member's coverage at the time of the retiree's death and continues to make the required premium payment. Retiree coverage must be coordinated with Medicare.

3. Dependents. Eligible dependents for the purposes of this Article are as follows:

- a. Spouse. The spouse of an eligible ASF Member (if legally married under Minnesota law). For the purposes of health insurance coverage, if that spouse works full-time for an organization employing more than one hundred (100) people and elects to receive either credits or cash (1) in place of health insurance or health coverage or (2) in addition to a health plan with a seven hundred and fifty dollar (\$750) or greater deductible through the ASF Member's employing organization, the individual is not eligible to be a covered dependent for the purposes of this Article. If both spouses work for the State or another organization participating in the State's Group Insurance Program, neither spouse may be covered as a dependent by the other unless one spouse is not eligible for a full Employer Contribution as defined in Section C(1).

Effective January 1, 2015, if both spouses work for the State or another organization participating in the State's Group Insurance Program, a spouse may be covered as a dependent by the other.

b. Children.

- (1) Health and Dental Coverage: A dependent child is an eligible ASF Member's child to age twenty-six (26).
- (2) Dependent Child: A "dependent child" includes an ASF Member's (1) biological child, (2) child legally adopted by or placed for adoption with the ASF Member, (3) step-child, and (4) foster child who has been placed with the ASF Member by an authorized placement agency or by a judgment, decree, or other court order. For a step-child to be considered a dependent child, the ASF

Member must be legally married to the child's legal parent or legal guardian. An ASF Member (or the ASF Member's spouse or jointly) must have permanent, full and sole legal and physical custody of the foster child.

- (3) Coverage Under Only One Plan: For purposes of (a) and (b) above, if the ASF Member's adult child (age 18 to 26) works for the State or another organization participating in the State's Group Insurance Program, the child may not be covered as a dependent by the ASF Member unless the child is not eligible for a full Employer Contribution as defined in Section 3A.

Effective January 1, 2015, for purposes of (1) and (2) above, if the ASF Member's adult child (age 18 to 26) works for the State or another organization participating in the State's Group Insurance Program, the child may be covered as a dependent by the ASF Member.

- c. Grandchildren. A dependent grandchild is an eligible ASF Member's unmarried dependent grandchild who:

- (1) Is financially dependent upon the ASF Member for principal support and maintenance and has resided with the ASF Member continuously from birth, or
- (2) Resides with the ASF Member and is dependent upon the ASF Member for principal support and maintenance and is the child of the ASF Member's unmarried child (the parent) to age nineteen (19).

If a grandchild is legally adopted or placed in the legal custody of the grandparent, they are covered as a dependent child under Section 2C (2) and (4).

- d. Disabled Child. A disabled dependent child is an eligible ASF Member's child or grandchild regardless of marital status, who was covered and then disabled prior to the limiting age or any other limiting term required for dependent coverage and who continues to be incapable of self-sustaining employment by reason of developmental disability, mental illness or disorder, or physical disability, and is chiefly dependent upon the ASF Member for support and maintenance, provided proof of such incapacity and dependency must be furnished to the health carrier by the ASF Member or enrollee within thirty one (31) days of the child's attainment of the limiting age or any other limiting term required for dependent coverage. The disabled dependent is eligible to continue coverage as long as s/he continues to be disabled and dependent, unless coverage terminates under the contract.

- e. Qualified Medical Child Support Order. A child who would otherwise meet the eligibility requirements and is required to be covered by a Qualified Medical Child Support Order (QMCSO) is considered an eligible dependent.
  - f. Child Coverage Limited to Coverage Under One Employee. If both spouses work for the State or another organization participating in the State's Group Insurance Program, either spouse, but not both, may cover the eligible dependent children or grandchildren. This restriction also applies to two divorced, legally separated, or unmarried employees who share legal responsibility for their eligible dependent children or grandchildren.
4. Continuation Coverage. Consistent with state and federal laws, certain ASF Members, former ASF Members, dependents, and former dependents may continue group health, dental, and/or life coverage at their own expense for a fixed length of time. As of the date of this Agreement, state and federal laws allow certain group coverages to be continued if they would otherwise be terminated due to:
- a. termination of employment (except for gross misconduct);
  - b. layoff;
  - c. reduction of hours to an ineligible status;
  - d. dependent child becoming ineligible due to change in age, student status, marital status, or financial support (in the case of a foster child or stepchild);
  - e. death of ASF Member;
  - f. divorce or legal separation; or
  - g. a covered ASF Member's enrollment in Medicare.

**Section C. Eligibility for Employer Contribution.** This section describes eligibility for Employer Contribution toward the cost of coverage.

- 1. Full Employer Contribution - Basic Eligibility. The following ASF Members covered by this Agreement receive the full Employer Contribution:
  - a. An ASF Member who is employed for at least seventy-five (75) percent of nine (9) month or more appointment as defined in Article 11, Workload.
  - b. A probationary ASF Member hired during a fiscal year for at least seventy-five (75) percent time or greater.

- c. An ASF Member hired on a fixed term or externally funded appointment during a fiscal year at seventy-five (75) percent time or greater should also be eligible if the president expects the appointment to continue beyond the current fiscal year at seventy-five (75) percent time or greater.
2. Partial Employer Contribution - Basic Eligibility. The following ASF Members covered by this Agreement receive the full Employer Contribution for basic life coverage, and at the ASF Member's option, a partial Employer Contribution for health and dental coverage. The partial Employer Contribution for health and dental coverage is seventy-five (75) percent of the full Employer Contribution for both ASF Member only and dependent coverage.
- a. An ASF Member who is employed for at least fifty (50) percent but less than seventy five (75) percent of a nine (9) month or more appointment as defined in Article 11, Workload.
  - b. A probationary ASF Member hired during a fiscal year for at least fifty (50) percent but less than seventy five (75) percent time.
  - c. An ASF Member hired during a fiscal year on a fixed term or externally funded appointment of at least fifty (50) percent but less than seventy five (75) percent time should also be eligible if the president expects the appointment to continue beyond the current fiscal year at least fifty (50) percent but less than seventy five (75) percent time.
3. Special Eligibility. The following ASF Members also receive an Employer Contribution:
- a. ASF Members on layoff. An ASF Member who receives an Employer contribution, who has three (3) or more years of continuous service, and who has been laid off pursuant to the provisions of Article 22, remains eligible for an Employer contribution and all other benefits provided under this Article for an extended benefit eligibility period of twelve (12) months from date of layoff.
  - b. Work-related Injury/Disability. An ASF Member who receives an Employer Contribution and who is off the State payroll due to a work-related injury or a work-related disability remains eligible for an Employer contribution as long as such an ASF Member receives workers' compensation payments. If such ASF Member ceases to receive workers' compensation payments for the injury or disability and is granted a leave under Article 18, the individual shall be eligible for an Employer contribution during that leave.

- c. Sabbatical leave. An ASF Member eligible for an Employer Contribution immediately prior to taking a sabbatical leave continues to receive the Employer Contribution during the sabbatical leave.
4. Maintaining Eligibility for Employer Contribution.
- a. General. An ASF Member who receives a full Employer Contribution maintains that eligibility as long as the ASF Member meets the Employer Contribution eligibility requirements, and appears on a State payroll for at least one (1) full working day during each payroll period. This requirement does not apply to ASF Members who receive an Employer Contribution while on layoff as described in Section C(3)(a), or while eligible for workers' compensation payments as described in Section C(3)(b).
  - b. Unpaid Leave of Absence. If an ASF Member is on an unpaid leave of absence, then vacation leave, compensatory time or sick leave cannot be used for the purpose of maintaining eligibility for an Employer Contribution by keeping the ASF Member on a State payroll for one (1) working day per pay period.
  - c. Academic Year Employment. If an ASF Member is employed on the basis of an academic year and such employment contemplates absences from the Minnesota State payroll during the summer months or vacation periods scheduled by the Employer which occur during the regular school year, the ASF Member shall nonetheless remain eligible for an Employer Contribution, provided that the ASF Member appears on the regular payroll for at least one (1) working day in the payroll period immediately preceding such absences.
  - d. Special Leaves. An ASF Member who is on an approved Family and Medical Leave Act (FMLA) leave or on salary savings leave as provided elsewhere in this agreement maintains eligibility for an Employer Contribution.

**Section D. Amount of Employer Contribution.** The Employer Contribution amounts and rules in effect on June 30, 2019 will continue through December 31, 2019.

- 1. Contribution Formula - Health Coverage.
  - a. ASF Member Coverage. For employee health coverage for the 2020 and 2021 plan years, the Employer contributes an amount equal to ninety-five percent (95%) of the employee-only premium of the Minnesota Advantage Health Plan (Advantage).

- b. Dependent Coverage. For dependent health coverage for the 2018 and 2019 plan years, the Employer contributes an amount equal to eighty-five (85) percent of the dependent premium of the Advantage Plan.
2. Contribution Formula - Dental Coverage.
  - a. ASF Member Coverage. For ASF Member dental coverage, the Employer contributes an amount equal to the lesser of ninety (90) percent of the ASF Member premium of the State Dental Plan, or the actual ASF Member premium of the dental plan chosen by the ASF Member. However, for calendar year beginning January 1, 2019, the minimum employee contribution shall be thirteen dollars and fifty cents (\$13.50) per month.
  - b. Dependent Coverage. For dependent dental coverage, the Employer contributes an amount equal to the lesser of fifty (50) percent of the dependent premium of the State Dental Plan, or the actual dependent premium of the dental plan chosen by the ASF Member.
3. Contribution Formula - Basic Life Coverage. For ASF Member basic life coverage and accidental death and dismemberment coverage, the Employer contributes one-hundred (100) percent of the cost.

#### **Section E. Coverage Changes and Effective Dates.**

1. When Coverage May Be Chosen.
  - a. Newly Hired Employees. All ASF Members hired to an insurance eligible position must make their benefit elections by their initial effective date of coverage as defined in this Article, Section E3. Insurance eligible, ASF Members will automatically be enrolled in basic life coverage. If ASF Members eligible for a full Employer contribution do not choose a health plan administrator and a primary care clinic by their initial effective date, and do not waive medical coverage they will be enrolled in a Benefit Level Two clinic (or Level One, if available) that meets established access standards in the health plan with the largest number of Benefit Level One and Two clinics in the county of the employee's residence at the beginning of the insurance year. If an ASF Member does not choose a health plan administrator and primary care clinic by their initial effective date, but was previously covered as a dependent immediately prior to their initial effective date, they will be defaulted to the plan administrator and primary care clinic in which they were previously enrolled.
  - b. Eligibility Changes. ASF Members who become eligible for a full Employer Contribution must make their benefit elections within thirty (30) calendar days of becoming eligible. If ASF Members do not choose a health plan administrator and a primary care clinic and do not waive coverage



within this thirty (30) day timeframe, they will be enrolled in a Benefit Level Two clinic (or Level One, if available) that meets established access standards in the health plan with the largest number of Benefit Level One and Two clinics in the county of the ASF Member's residence at the beginning of the insurance year.

If ASF Members who become eligible for a partial Employer Contribution choose to enroll in insurance, they must do so within thirty (30) days of becoming eligible or during open enrollment.

An ASF Member may change their health or dental plan if the ASF Member changes to a new permanent work or residence location and the ASF Member's current plan is no longer available. If the employee has family coverage and if the new residence location is outside of the current plan's service area, the ASF Member shall be permitted to switch to a new plan administrator and new Benefit Level within thirty (30) days of the residence location change. The election change must be due to and correspond with the change in status. An ASF Member who receives notification of a work location change between the end of an open enrollment period and the beginning of the next insurance year, may change their health or dental plan within thirty (30) days of the date of the relocation under the same provisions accorded during the last open enrollment period. An ASF Member or retiree may also change health or dental plans in any other situation in which the Employer is required by the applicable federal or state law to allow a plan change.

- c. Waiving Medical Coverage. Effective July 1, 2017 ASF Members may choose to waive medical coverage. If an ASF Member is eligible for the full employer contribution and desires to waive medical coverage, the ASF Member must submit a Waiver of Medical Coverage form and provide proof of other coverage by the end of the ASF Member's enrollment period. If an ASF Member does not submit the form and proof by the end of the ASF Member's enrollment period, the ASF Member will be enrolled in medical coverage, with the next opportunity to waive coverage during Open Enrollment or upon a permitted Qualified Life Event. If an ASF Member waives medical coverage, the ASF Member can elect it again during the next Open Enrollment or midyear upon a permitted Qualified Life Event.
2. When Coverage May be Changed or Canceled.
    - a. Changes Due to a Life Event. After the initial enrollment period and outside of any open enrollment period, an ASF Member may elect to change health or dental coverage (including adding or canceling coverage) and any applicable ASF Member contributions in the following situations (as long as allowed under the applicable provisions, regulations, and rules of the federal and state law in effect at the beginning of the plan year).

The request to change coverage must be consistent with a change in status that qualifies as a life event, and does not include changing health or dental plans, which may only be done under the terms of Section E.1 above. Any election to add coverage must be made within thirty (30) days following the event, and any election to cancel coverage must be made within sixty (60) days following the event. (An ASF Member and a retired ASF Member may add dependent health or dental coverage following the birth of a child or dependent grandchild, or following the adoption of a child, without regard to the thirty (30) day limit.) These life events for both ASF Members and retirees are:

- (1) A change in legal marital status, including marriage, death of a spouse, divorce, legal separation and annulment;
- (2) A change in number of dependents including birth, death, adoption, and placement for adoption.
- (3) A change in employment status of the ASF Member, or the ASF Member's or retiree's spouse, or dependent, including termination or commencement of employment, a strike or lockout, a commencement of or return from an unpaid leave of absence, a change in worksite, and a change in working conditions (including changing between part-time and full-time or hourly and salary) of the ASF Member, the ASF Member's or retiree's spouse or dependent which results in a change in the benefits they receive under a cafeteria plan or a health or dental plan.
- (4) A dependent ceasing to satisfy eligibility requirements for coverage due to attainment of age, or otherwise no longer meets the eligibility requirements under Section B(3).
- (5) A change in place of residence of the ASF Member, retiree or their spouse, or dependent that is not in the health plan service administrator's area.
- (6) Significant cost or coverage changes (including coverage curtailment and the addition of a benefit package).
- (7) Family and Medical Leave Act (FMLA) leave.
- (8) Judgments, decrees or orders.
- (9) A change in coverage of a spouse, or dependent under another Employer's plan.
- (10) Open enrollment under the plan of another Employer.

- (11) Health Insurance Portability and Accountability Act (HIPAA) special enrollment rights for new dependents and in the case of loss of other Insurance coverage.
- (12) A COBRA-qualifying event.
- (13) Loss of coverage under the group health plan of a governmental or educational institution (a State's children's health insurance program, medical care program of an Indian tribal government, State health benefits risk pool, or foreign government group health plan).
- (14) Entitlement to Medicare or Medicaid.
- (15) Any other situations in which the group health or dental plan is required by the applicable federal or state law to allow a change in coverage.

- b. Canceling Dependent Coverage During Open Enrollment. In addition to the above situations, dependent health or dependent dental coverage may also be canceled for any reason during the open enrollment period that applies to each type of plan (as long as allowed under the applicable provision, regulations and rules of the federal and state law in effect at the beginning of the plan year).
- c. Canceling ASF Member Coverage. A part-time ASF Member may also cancel employee coverage within sixty (60) days of when one of the life events set forth above occurs.
- d. Effective Date of Benefit Termination. Medical, dental and life coverage termination will take effect on the first of the month following the loss of eligible employee or dependent status. Disability benefit coverage terminations will take effect on the day following loss of eligible employee or dependent status.

3. Effective Date of Coverage.

- a. Initial Effective Date. The initial effective date of coverage under the Group Insurance Program is the thirty-fifth (35th) day following the ASF Member's first day of employment, re-employment re-hire, or reinstatement with the State. The initial effective date of coverage for an ASF Member whose eligibility has changed is the date of the change. An ASF Member must be actively at work on the initial effective date of coverage, except that an ASF Member who is on paid leave on the date State-paid life insurance

benefits increase is also entitled to the increased life insurance coverage. In no event shall an ASF Member's dependent's coverage become effective before the ASF Member's coverage.

If an ASF Member is not actively at work due to ASF Member or dependent health status or medical disability, medical and dental coverage will still take effect. (Life and disability coverage will be delayed until the ASF Member returns to work.)

b. Delay in Coverage Effective Date.

(1) Basic Life. If an ASF Member is not actively at work on the initial effective date of coverage, coverage will be effective on the first day of the ASF Member's return to work. The effective date of a change in coverage is not delayed in the event that, on the date the coverage would be effective, an ASF Member is on an unpaid leave of absence or layoff.

(2) Medical and Dental. If an ASF Member is not actively at work on the initial effective date of coverage due to a reason other than hospitalization or medical disability of the ASF Member or dependent, medical and dental coverage will be effective on the first day of the ASF Member's return to work.

The effective date of a change in coverage is not delayed in the event that, on the date the coverage change would be effective, an ASF Member is on an unpaid leave of absence or layoff.

(3) Optional Life and Disability Coverages. In order for coverage to become effective, the ASF Member must be in active payroll status and not using sick leave on the first day following approval by the insurance company. If it is an open enrollment period, coverage may be applied for but will not become effective until the first day of the ASF Member's return to work.

4. Open Enrollment.

a. Frequency and Duration. There shall be an open enrollment period for health coverage in each year of this Agreement, and for dental coverage in the first year of this Agreement. Each year of the Agreement, all ASF Members shall have the option to complete a Health Assessment. Open enrollment periods shall commence on a mutually acceptable date and last a minimum of fourteen (14) calendar days in each year of the Agreement. Open enrollment changes become effective on January 1, of each year of this Agreement. Subject to a timely contract settlement, the Employer shall make open enrollment materials available to ASF Members at least fourteen (14) days prior to the start of the open enrollment period.

- b. Eligibility to Participate. An ASF Member eligible to participate in the State Employee Group Insurance Program, as described in Section B(1) and B(2), may participate in open enrollment. In addition, a person in the following categories may, as allowed in Section E. 4(a) above, make certain changes: (1) former ASF Member or dependent on continuation coverage, as described in Section B(4), may change plans or add coverage for health and/or dental plans on the same basis as active ASF Members; and (2) an early retiree, prior to becoming eligible for Medicare, may change health and/or dental plans as agreed to for active ASF Members, but may not add dependent coverage.
  - c. Materials for ASF Member Choice. Each year prior to open enrollment, the Appointing Authority will give eligible ASF Members the information necessary to make open enrollment selections. ASF Members will be provided a statement of their current coverage each year of the contract.
5. Coverage Selection Prior to Retirement. An ASF Member who retires and is eligible to continue insurance coverage as a retiree may change their health or dental plan during the sixty (60) calendar day period immediately preceding the date of retirement. The ASF Member may not add dependent coverage during this period.

The change takes effect on the first day of the month following the date of retirement.

## **Section F. Basic Coverages.**

- 1. Employee and Family Health Coverage.
  - a. Minnesota Advantage Health Plan (Advantage). The health coverage portion of the State Employee Group Insurance Program is provided through the Minnesota Advantage Health Plan (Advantage), a self-insured health plan offering four (4) Benefit Level options. Provider networks and claim administration are provided by multiple plan administrators. Coverage offered through Advantage is determined by Section F(I)(b).
  - b. Coverage Under the Minnesota Advantage Health Plan. From July 1, 2019, through December 31, 2019, health coverage under the SEGIP will continue at the level in effect on June 30, 2019. Effective January 1, 2020, Advantage will cover eligible services subject to the co-payments, deductibles and coinsurance coverage limits stated. Services provided through Advantage are subject to the managed care procedures and principles, including standards of medical necessity and appropriate practice, of the plan administrators. Coverage details are provided in the Advantage Summary of Benefits.

(1) Benefit Options. ASF Members must elect a plan administrator and primary care clinic. Those elections will determine the Benefit Level through Advantage. Enrolled dependents must elect a primary care clinic that is available through the plan administrator chosen by the ASF Member.

(a) Plan Administrator. ASF Members must elect a plan administrator during their initial enrollment in Advantage and may change their plan administrator election only during the annual open enrollment and when permitted under Section E. Dependents must be enrolled through the same plan administrator as the ASF Member.

(b) Benefit Level. The primary care clinics available through each plan administrator are assigned a benefit Level. The Benefit Levels are outlined in the benefit chart below.

Primary care clinics may be in different Benefit Levels for different plan administrators. Family members may be enrolled in clinics that are in different Benefit Levels. ASF Members and their dependents may change to clinics in different Benefit Levels during the annual open enrollment. ASF Members and their dependents may also elect to move to a clinic in a different Benefit Level within the same plan administrator up to two (2) additional times during the plan year. Unless the individual has a referral from their primary care clinic, there are no benefits for services received from providers in Benefit Levels that are different from that of the primary care clinic in which the individual has enrolled.

(c) Primary Care Clinic. ASF Members and each of their covered dependents must individually elect a primary care clinic within the network of providers offered by the plan administrator chosen by the ASF Member. ASF Members and their dependents may elect to change clinics within their clinic's Benefit Level as often as the plan administrator permits and as outlined above.

(d) Advantage Benefit Chart for Services Incurred During Plan Years 2020 and 2021.

<b>2020-2021 Benefit Provision</b>	<b>Benefit Level 1 The member pays:</b>	<b>Benefit Level 2 The member pays:</b>	<b>Benefit Level 3 The member pays:</b>	<b>Benefit Level 4 The member pays:</b>
Deductible for all services except drugs and preventive care (S/F)	\$250/\$500	\$400/\$800	\$750/\$1,500	\$1,500/\$3,000
Office visit copay/urgent care (copay waived for preventive services) For 2020 - 1) Having taken health assessment and opted in for health coaching 2) Not having taken health assessment or not having opted in for health coaching For 2021 – The incentive is changed and the only available copay option is copay #2.	1) \$30 2) \$35	1) \$35 2) \$40	1) \$65 2) \$70	1) \$85 2) \$90
In-Network Convenience Clinics and Online Care (deductible waived)	\$0	\$0	\$0	\$0
Emergency room Copay	\$100	\$100	\$100	N/A – subject to Deductible and 25% Coinsurance to OOP maximum
Facility copays · Per inpatient Admission (waived for admission to Center of Excellence)  · Per outpatient Surgery	\$100  \$60	\$200  \$120	\$500  \$250	N/A—subject to Deductible and 25% Coinsurance to OOP maximum  N/A—subject to Deductible and 25% Coinsurance to OOP maximum
Coinsurance for MRI/CT scan services	10%	15%	25%	N/A—subject to Deductible and 30% Coinsurance to OOP maximum
Coinsurance for services NOT subject to copays	5% (95% coverage after payment of deductible)	5% (95% coverage after payment of deductible)	20% (80% coverage after payment of deductible)	25% for all services to OOP maximum after deductible-
Coinsurance for lab, pathology and x-ray (not included as part of preventive care and not subject to office visit or facility copayments)	10% (90% coverage after payment of deductible)	10% (90% coverage after payment of deductible)	20% (80% coverage after payment of deductible)	25% for all services to OOP maximum after deductible

<b>2020-2021 Benefit Provision</b>	<b>Benefit Level 1</b> The member pays:	<b>Benefit Level 2</b> The member pays:	<b>Benefit Level 3</b> The member pays:	<b>Benefit Level 4</b> The member pays:
Coinsurance for durable medical equipment	20% (80% coverage after payment of 20% coinsurance)	20% (80% coverage after payment of 20% coinsurance)	20% (80% coverage after payment of 20% coinsurance)	25% for all services to OOP maximum after deductible.
Copay for three tier prescription drug Plan	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55
Maximum drug out-of-pocket limit (S/F)	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100
Maximum non-drug Out-of-pocket limit (S/F)	\$1,700/\$3,400	\$1,700/\$3,400	\$2,400/\$4,800	\$2,400/\$4,800

- (2) Office Visit Copayments. In 2020, the level of the office visit copayment applicable to an ASF Member and dependents is based upon whether the ASF Member has completed the on-line Health Assessment during open enrollment, and has agreed to opt in for health coaching.

In 2021, ASF Members will receive a seventy dollar (\$70) first-dollar credit to their individual deductible (regardless of whether the employee is enrolled in single or family coverage), conditional upon completion of qualifying activities in the State of Wellbeing Program by the deadline. (The seventy dollar (\$70) ASF individual deductible credit replaces the copayment reduction).

- (3) Services received from, or authorized by, a primary care physician within the primary care clinic. Under Advantage, the health care services outlined in the benefits chart above shall be received from, or authorized by a primary care physician within the primary care clinic. Preventive care, as outlined in the Summary of Benefits, is covered at one hundred percent (100%) for services received from or authorized by the primary care clinic. The primary care clinic shall be selected from approved clinics in accordance with the Advantage administrative procedures. Unless otherwise specified in paragraph 4. below, services not received from, or authorized by, a primary care physician within the primary care clinic may not be covered. Unless the individual has a referral from their primary care clinic, there are no benefits for services received from providers in Benefit Levels that are different from that of the primary care clinic in which the individual has enrolled.



(4) Services not requiring authorization by a primary care physician within the primary care clinic.

(a) Eye Exams. Limited to one (1) routine examination per year for which no copay applies.

(b) Outpatient emergency and urgicenter services within the service area. The emergency room copay applies to all outpatient emergency visits that do not result in hospital admission within twenty-four (24) hours.

The urgicenter copay is the same as the primary care clinic office visit copay.

(c) Emergency and urgently needed care outside the service area. Professional services of a physician, emergency room treatment, and inpatient hospital services are covered at eighty (80) percent of the first two thousand dollars (\$2,000) of the charges incurred per insurance year, and one hundred (100) percent thereafter. The maximum eligible out-of-pocket expense per individual per year for this benefit is four hundred dollars (\$400). This benefit is not available when the member's condition permits them to receive care within the network of the plan in which the individual is enrolled.

(d) Ambulance. The deductible and coinsurance for services not subject to copays applies.

(5) Prescription drugs.

(a) Copayments and annual out-of-pocket maximums.

For the first and second year of the contract:

Tier 1 copayment: Eighteen dollar (\$18) copayment per prescription or refill for a Tier 1 drug dispensed in a thirty (30) day supply.

Tier 2 copayment: Thirty dollar (\$30) copayment per prescription or refill for a Tier 2 drug dispensed in a thirty (30) day supply.

Tier 3 copayment: Fifty-five dollar (\$55) copayment per prescription or refill for a Tier 3 drug dispensed in a thirty (30) day supply.

Out of pocket maximum: There is an annual maximum eligible out-of-pocket expense limit for prescription drugs of one thousand and fifty dollars (\$1,050) per person or two thousand one hundred dollars (\$2,100) per family.

- (b) Insulin. Insulin will be treated as a prescription drug subject to a separate copay for each type prescribed.
  - (c) Brand Name Drugs. If the subscriber chooses a brand name drug when a bioequivalent generic drug is available, the subscriber is required to pay the standard copayment plus the difference between the cost of the brand name drug and the generic. Amounts above the copay that an individual elects to pay for a brand name instead of a generic drug will not be credited toward the out-of-pocket maximum.
- (6) Special Service Networks. The following services must be received from special service network providers in order to be covered. All terms and conditions outlined in the Summary of Benefits apply.
- (a) Mental health services -- inpatient or outpatient.
  - (b) Chemical dependency services inpatient and outpatient.
  - (c) Chiropractic services.
  - (d) Transplant coverage.
  - (e) Cardiac services.
  - (f) Home infusion therapy.
  - (g) Hospice.
- (7) Individuals whose permanent residence and principal work location are outside the State of Minnesota and outside of the service areas of the health plans participating in Advantage. If these individuals use plan administrator's national preferred provider organization in their area, services will be covered at Benefit Level Two. If a national preferred provider is not available in their area, services will be covered at Benefit Level Two through any other provider available in their area. If the national preferred provider organization is available but not used, benefits will be paid at the POS level described in paragraph "9." below. All terms and conditions outlined in the Summary of Benefits apply.
- (8) Children living with an ex-spouse outside the service area of the employee's plan administrator. Covered children living with former spouses outside the service area of the employee's plan administrator, and enrolled under this provision as of December 31, 2003, will be covered at Benefit Level Two benefits. If available,

services must be provided by providers in the plan administrator's national preferred provider organization. If the national preferred provider organization is available but not used, benefits will be paid at the POS level described in paragraph "9." below.

- (9) Individuals whose permanent residence is outside the State of Minnesota and outside the service areas of the health plans participating in Advantage. (This category includes employees temporarily residing outside Minnesota on temporary assignment or paid leave (including sabbatical leaves) and all dependent children (including college students) and spouses living out of area.) The point of service (POS) benefit described below is available to these individuals. All terms and conditions outlined in the Summary of Benefits apply. This benefit is not available for services received within the service areas of the health plans participating in Advantage.
- (a) Deductible. There is a three hundred fifty dollar (\$350) annual deductible per person, with a maximum deductible per family per year of seven hundred dollars (\$700).
  - (b) Coinsurance. After the deductible is satisfied, seventy (70) percent coverage up to the plan out-of-pocket maximum designated below.
- (10) Lifetime maximums and non-prescription out-of-pocket maximums. Coverage under Advantage is not subject to a per person lifetime maximum.

In the first and second years of the contract, coverage under Advantage is subject to a plan year, non-prescription drug, out-of-pocket maximum of one thousand seven hundred dollars (\$1,700) per person or three thousand four hundred dollars (\$3,400) per family for members whose primary care clinic is in Cost Level 1 or Cost Level 2; two thousand four hundred dollars (\$2,400) per person or four thousand eight hundred dollars (\$4,800) per family for members whose primary care clinic is in Cost Level 3; and three thousand six hundred dollars (\$3,600) per person or seven thousand two hundred dollars (\$7,200) per family for members whose primary care clinic is in Cost Level 4.

- (11) In-Network Convenience Clinics and Online Care. Services received at in-network Convenience Clinics and online care are not subject to a copayment in each year of the Agreement. First dollar deductibles are waived for Convenience Clinic and online care

visits. (Note that prescriptions received as a result of a visit are subject to the drug copayment and out of-pocket maximums described above at § F.1.(b)5.)

- c. Benefit Level Two Health Care Network Determination. Issues regarding the health care networks for the 2020 insurance year shall be negotiated in accordance with the following procedures:
- (1) At least twelve (12) weeks prior to the open enrollment period for the 2020 insurance year the Employer shall meet and confer with the Joint Labor/Management Committee on Health Plans in an attempt to reach agreement on the Benefit Level Two health care networks.
  - (2) If no agreement is reached within five (5) working days, the Employer and the Joint Labor/Management committee on behalf of all of the exclusive representatives shall submit a list of providers/provider groups in dispute to a mutually agreed upon neutral expert in health care delivery systems for final and binding resolution. The only providers/provider groups that may be submitted for resolution by this process are those for which, since the list for the 2019 insurance year was established, Benefit Level Two access has changed, or those that are intended to address specific problems caused by a reduction in Benefit Level Two access. Absent agreement on a neutral expert, the parties shall select an arbitrator from a list of five (5) arbitrators supplied by the Bureau of Mediation Services. The parties shall flip a coin to determine who strikes first. One half (1/2) of the fees and expenses of the neutral shall be paid by the Employer and one-half (1/2) by the Exclusive Representatives. The parties shall select a neutral within five (5) working days after no agreement is reached, and a hearing shall be held within fourteen (14) working days of the selection of the neutral.
  - (3) The decision of the neutral shall be issued within two (2) working days after the hearing.
- d. Coordination with Workers' Compensation. When an ASF Member has incurred an on-the-job injury or an on-the-job disability and has filed a claim for workers' compensation, medical costs connected with the injury or disability shall be paid by the ASF Members health plan, pursuant to Minnesota Statute 176.191, Subdivision 3.

- e. Health Promotion and Health Education. Both parties to this Agreement recognize the value and importance of health promotion and health education programs. Such programs can assist ASF Members and their dependents to maintain and enhance their health, and to make appropriate use of the health care system. To work toward these goals:
- (1) Develop Programs.
    - (a) The Employer will develop and implement health promotion and health education programs, subject to the availability of resources. Each Appointing Authority will develop a health promotion and health education program consistent with the Minnesota Management & Budget policy. Upon request of any exclusive representative in an agency, the Appointing Authority shall meet and confer with the exclusive representative and may include other interested exclusive representatives. Discussion topics shall include but are not limited to smoking cessation, weight loss, stress management, health education/self-care, and education on related benefits provided through the health plans administrators serving state employees.
    - (b) Pilot Programs. The Employer may develop voluntary pilot programs to test the acceptability of various risk management programs. Incentives for participation in such programs may include limited short term improvements to the benefits outlined in this Article. Implementation of such pilot programs is subject to the review and approval of the Joint Labor-Management Committee on Health Plans.
  - (2) Health Plan Specification. The Employer will require health plans participating in the Group Insurance Program to develop and implement health promotion and health education programs for State employees and their dependents.
  - (3) ASF Member Participation. The Employer will assist ASF Members' participation in health promotion and health education programs. Health promotion and health education programs that have been endorsed by the Employer (Minnesota Management & Budget) will be considered to be non-assigned job-related training pursuant to Administrative Procedure 21. Approval for this training is at the discretion of the Appointing Authority and is contingent upon meeting staffing needs in the ASF Member's absence and the availability of funds. ASF Members are eligible for release time, tuition reimbursement, or a pro rata combination of both. ASF

Members may be reimbursed for up to one hundred percent (100%) of tuition or registration costs upon successful completion of the program. ASF Members may be granted release time, including the travel time, in lieu of reimbursement.

- (4) Health Promotion Incentives. The Joint Labor-Management Committee on Health Plans shall develop a program which provides incentives for employees who participate in a health promotion program. The health promotion program shall emphasize the adoption and maintenance of more healthy lifestyle behaviors and shall encourage wiser usage of the health care system.
- (5) Post Retirement Health Care Benefit. ASF Members who separate from State service and who, at the time of separation are insurance eligible and entitled to either a) immediately receive an annuity under a State retirement program, or b) receive a retirement benefit under Minn. Stat. Ch. 354B shall be entitled to a contribution of two hundred fifty dollars (\$250) to the Minnesota State Retirement System (MSRS) Health Care Savings Plan. ASF Members who have a HCSP waiver on file shall receive a two hundred fifty dollars (\$250) cash payment. If the ASF Member separates due to death, the two hundred fifty dollars (\$250) is paid in cash, not to the HCSP. An ASF Member who becomes totally and permanently disabled on or after January 1, 2008, who received a State disability benefit, and is eligible for a deferred benefit under a State Retirement program is also eligible for the two hundred fifty dollar (\$250) contribution to the MSRS Health Care Savings Plan. ASF Members are eligible for this benefit only once.

## 2. ASF Member Life Coverage.

- a. Basic Life and Accidental Death and Dismemberment Coverage. The Employer agrees to provide and pay for the following term life coverage and accidental death and dismemberment coverage for all eligible ASF Members as described in Section C. Any premium paid by the State in excess of fifty thousand dollars (\$50,000) coverage is subject to a tax liability in accord with Internal Revenue Service regulations. An ASF Member may decline coverage in excess of fifty thousand dollars (\$50,000) by filing a waiver in accord with Minnesota Management & Budget procedures. The basic life insurance policy will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

ASF Member's Annual Base Salary	Group Life Insurance Coverage	Accidental Death and Dismemberment Principal Sum
\$20,000 or less	\$20,000	\$20,000
\$20,000 - \$30,000	\$30,000	\$30,000
\$30,000 - \$40,000	\$40,000	\$40,000
\$40,000 - \$50,000	\$50,000	\$50,000
\$50,000 - \$60,000	\$60,000	\$60,000
\$60,000 - \$70,000	\$70,000	\$70,000
\$70,000 - \$80,000	\$80,000	\$80,000
\$80,000 - \$90,000	\$90,000	\$90,000
Over \$90,000	\$95,000	\$95,000

- b. Extended Benefits. An ASF Member who becomes totally disabled before age seventy (70) shall be eligible for the extended benefit provisions of the life insurance policy until age seventy (70). ASF Members who were disabled prior to July 1, 1983 and who have continuously received benefits shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.

**Section G. Optional Coverages.**

1. ASF Member and Family Dental Coverage.

- a. Coverage Options. Eligible ASF Members may select coverage under anyone of the dental plans offered by the Employer, including health maintenance organization plans, the State Dental Plan, or other dental plans. Coverage offered through health maintenance organization plans is subject to change during the life of this Agreement upon action of the health maintenance organization and approval of the Employer after consultation with Joint Labor/Management Committee on Health Plans. However, actuarial reductions in the level of HMO coverages effective during the term of this Agreement, including increases in copayments, require approval of the Joint Labor/Management Committee on Health Plans. Coverage offered through the State Dental Plan is determined by Section F (2)(b).
- b. Coverage Under the State Dental Plan. The State Dental Plan will provide the following:
- (1) Co-Payments. Effective January 1, 2020, the State Dental Plan will cover allowable charges for the following services subject to the co-payments and coverage limits stated. Higher out-of-pocket costs apply to services obtained from dental care providers not in the State Dental Plan network. Services provided through the State Dental Plan are subject to the State Dental Plan's managed care procedures

and principles, including standards of dental necessity and appropriate practice. The plan shall cover general cleaning two (2) times per year and special cleanings (root or deep cleaning) as prescribed by the dentist.

<b>SERVICE</b>	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
Diagnostic/Preventive	100%	50% after deductible
Fillings	80% after deductible	50% after deductible
Endodontics	80% after deductible	50% after deductible
Periodontics	80% after deductible	50% after deductible
Oral Surgery	80% after deductible	50% after deductible
Crowns	80% after deductible	50% after deductible
Implants	80% after deductible	50% after deductible
Prosthetics	80% after deductible	50% after deductible
Prosthetic Repairs	80% after deductible	50% after deductible
Orthodontics*	80% after deductible	50% after deductible

- (2) Deductible. An annual deductible of fifty dollars (\$50) and one hundred fifty dollars (\$150) per family applies to State Dental Plan non-preventive services received from in-network providers. An annual deductible of one hundred twenty-five dollars (\$125) per person applies to State Dental Plan basic and special services received from out of network providers. The deductible must be satisfied before coverage begins.
- (3) Annual maximums. State Dental Plan coverage is subject to a two thousand dollar (\$2,000) annual maximum payable (excluding orthodontia and preventive services) per person. "Annual" means per insurance year.
- (4) Orthodontia lifetime maximum. Orthodontia benefits are subject to a three thousand dollar (\$3,000) lifetime maximum benefit.

2. Life Coverage.

- a. ASF Member. An ASF Member may purchase up to five hundred thousand dollars (\$500,000) additional life insurance, in increments established by the Employer, subject to satisfactory evidence of insurability. A new ASF Member may purchase up to two (2) times annual salary in optional employee life coverage by their initial effective date of coverage as defined in this Article, Section E3 without evidence of insurability. An individual may only be covered on one state sponsored life coverage policy. A retired ASF Member who returns to state service with optional employee life coverage in place or who has already received a paid-up benefit are not eligible for optional employee life coverage. An ASF Member who



becomes eligible for insurance may purchase up to two (2) times annual salary in optional employee life coverage without evidence of insurability within thirty (30) days of the initial effective date as defined in this Article.

- b. Spouse. An ASF Member may purchase up to five hundred thousand dollars (\$500,000) life insurance coverage for the individual's spouse in increments established by the Employer, subject to satisfactory evidence of insurability. An individual may only be covered on one state sponsored life coverage policy. A retired ASF Member who returns to state service with optional life insurance coverage in place or who has already received a paid-up benefit is not eligible for optional spouse life coverage. A new ASF Member may purchase either five thousand dollars (\$5,000) or ten thousand dollars (\$10,000) in optional spouse life coverage by their initial effective date of coverage as defined in this Article, Section E3 without evidence of insurability. An ASF Member who becomes eligible for insurance may purchase either five thousand dollars (\$5,000) or ten thousand dollars (\$10,000) in optional spouse coverage without evidence of insurability within thirty (30) days of the initial effective date as defined in this Article.
- c. Children/Grandchildren. An ASF Member may purchase life insurance in the amount of ten thousand dollars (\$10,000) as a package for all eligible children/grandchildren (as defined in Section B(3)(b) of this Article). An individual may only be covered on one policy, by one employee participating in the State Employee Group Insurance Program. For a new ASF Member, child/grandchild coverage requires evidence of insurability if application is made after the initial effective date of coverage as defined in this Article, Section E3. An ASF Member who becomes eligible for insurance may purchase child/grandchild coverage without evidence of insurability if application is made within thirty (30) days of the initial effective date as defined in this Article. Child/grandchild coverage commences immediately from the moment of live birth up to age twenty-six (26).
- d. Accelerated Life. The additional employee, spouse and child life insurance policies will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.
- e. Waiver of Premium. In the event an ASF Member becomes totally disabled before age seventy (70), there shall be a waiver of premium for all life insurance coverage that the ASF Member had at the time of disability.
- f. Paid up Life Policy. At age sixty-five (65) or the date of retirement, an ASF Member who has carried optional employee life insurance for the five (5) consecutive years immediately preceding that date of the ASF Member's retirement or age sixty-five (65), whichever is later, shall receive a post - retirement paid-up life insurance policy in an amount equal to fifteen (15)

percent of the smallest amount of optional employee life insurance in force during that five (5) year period. The ASF Member's post-retirement death benefit shall be effective as of the date of the ASF Member's retirement or the ASF Member's age sixty-five (65), whichever is later. ASF Members who retire prior to age sixty-five (65) must be immediately eligible to receive a state retirement annuity and must continue their optional life insurance to age sixty-five (65) in order to remain eligible for the post-retirement death benefit.

An ASF Member who has carried optional spouse life insurance for the five (5) consecutive years immediately preceding that date of the ASF Member's retirement or spouse age sixty-five (65), whichever is later, shall receive a post-retirement paid-up life insurance policy in an amount equal to fifteen (15) percent of the smallest amount of optional spouse life insurance in force during that five (5) year period. The spouse post-retirement death benefit shall be effective as of the date of the ASF Member's retirement or spouse age sixty-five (65), whichever is later. The ASF Member must continue the full amount of optional spouse life insurance to the date of the ASF Member's retirement or spouse age sixty-five (65), whichever is later, in order to remain eligible for the spouse post-retirement death benefit.

Each policy remains separate and distinct, and amounts may not be combined for the purpose of increasing the amount of a single policy.

3. Disability Coverage.

- a. Short-term Disability Coverage. An ASF Member may purchase short-term disability coverage that provides benefits of from three hundred dollars (\$300) to five thousand dollars (\$5,000) per month, up to two-thirds (2/3) of an ASF Member's salary, for up to one hundred eighty (180) calendar days during total disability due to a non-occupational accident or a non-occupational sickness. Benefits are paid from the first day of a disabling injury or from the eighth day of a disabling sickness. For a new ASF Member, coverage applied for by the initial date of coverage as defined in this Article, Section E3 does not require evidence of insurability. For an ASF Member who becomes eligible for insurance coverage applied for within thirty (30) days of the initial effective date does not require evidence of insurability. An ASF Member who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in short-term disability coverage within thirty (30) days of the event without providing evidence of insurability.
- b. Long-term Disability Coverage. New ASF Members may enroll in long-term disability insurance by their initial effective date of coverage. Employees who become eligible for insurance may enroll in long-term disability insurance within thirty (30) days of their initial effective date as

defined in this Article, Section E 3. An ASF Member who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in long-term disability coverage within thirty (30) days of the event without providing evidence of insurability. The terms are the same as for ASF Members who wish to add/increase during the annual open enrollment. During open enrollment only, an ASF Member may purchase long-term disability coverage that provides benefits of from three hundred dollars (\$300) to seven thousand dollars (\$7,000) per month, based on the ASF Member's salary, commencing on the one hundred eighty first (181<sup>st</sup>) calendar day of total disability, and not subject to evidence of insurability but with a limited preexisting condition exclusion. ASF Members should be aware that other wage replacement benefits, as described in the certificate of coverage (i.e., Social Security Disability, Minnesota State Retirement Disability, etc.), may result in a reduction of the monthly benefit levels purchased. In any event, the minimum is the greater of three hundred dollars (\$300) or fifteen (15) percent of the amount purchased. The minimum benefit will not be reduced by any other wage replacement benefit. In the event that the ASF Member becomes totally disabled before age seventy (70), the premiums on this benefit shall be waived.

4. Accidental Death and Dismemberment Coverage. An ASF Member may purchase accidental death and dismemberment coverage that provides principal sum benefits in amounts ranging from five thousand dollars (\$5,000) to two hundred thousand dollars (\$200,000). Payment is made only for accidental bodily injury or death and may vary, depending upon the extent of dismemberment. An ASF Member may also purchase from five thousand dollars (\$5,000) to twenty-five thousand dollars (\$25,000) in coverage for the individual's spouse, but not in excess of the amount carried by the ASF Member.
5. Vision Coverage. A fully employee paid vision benefit will be available beginning January 1, 2021 subject to the agreement by the subcommittee of the Joint Labor Management Insurance Committee to the benefit set determined through the state's Request for Proposal (RFP) process.
6. Continuation of Optional Coverages During Unpaid Leave or Layoff. An ASF Member who takes an unpaid leave of absence or who is laid off may discontinue premium payments on optional policies during the period of leave or layoff. If the ASF Member returns within one (1) year, the ASF Member shall be permitted to pick up all optionals held prior to the leave or layoff. For purposes of reinstating such optional coverages, the following limitations shall be applicable.

For the first twenty-four (24) months of long-term disability coverage after such a period of leave or layoff during which long-term disability coverage was discontinued, any such disability coverage shall exclude coverage for pre-existing conditions. For disability purposes, a pre-existing condition is defined as any disability which is caused by, or results from, any injury, sickness or pregnancy

which occurred, was diagnosed, or for which medical care was received during the period of leave or layoff. In addition, any pre-existing condition limitations that would have been in effect under the policy but for the discontinuance of coverage shall continue to apply as provided in the policy.

The limitations set forth above do not apply to leaves that qualify under the Family and Medical Leave Act (FMLA).

## **ARTICLE 14 ADMINISTRATIVE TRAVEL**

**Section A. Administrative Travel.** ASF Members engaged in travel assigned by the Employer shall be reimbursed for expenses actually incurred while in travel status in accordance with the travel regulations established by the Board. Travel reimbursement rates for ASF Members will be the same as used for Managerial Plan employees. Copies of current travel regulations shall be readily available for ASF Member examination on each campus. Administrative travel shall not be funded from Professional Improvement Funds or Professional Development Funds.

**Section B. Use of Private Vehicles.** Whenever practicable, State-owned or contracted vehicles shall be made available to ASF Members required to travel on behalf of the Employer. The Employer may elect to allow ASF Members to utilize personal vehicles on a case-by-case basis and reimburse the mileage resulting at the rates provided under the travel regulations. Except for emergency circumstances, or when defined by the Employer as a condition of employment, an ASF Member shall not be required to use a personal vehicle for university purposes.

## **ARTICLE 15 PROFESSIONAL DEVELOPMENT**

### **Section A. Professional Development Funds.**

Subd. 1. For FY 2020, the state universities will be allocated Professional Development Funds at the rate of five hundred and fifty thousand dollars (\$550,000) for the System to distribute to the campuses on an FTE basis. For FY 2021, the state universities will be allocated Professional Development Funds at the rate of five hundred and seventy thousand dollars (\$570,000) for the System to distribute to the campuses on an FTE basis. Each Campus Association and University shall implement an equitable procedure for distribution of the funds made available under this subdivision. The provisions of the subdivision shall continue until a successor agreement is in effect.

Subd. 2. Funds provided by this section shall be limited to paying the cost of travel, housing, meals, registration, and related expenses associated with participating in development activities which promote the goals and mission of an ASF Member's

department, program or university, such as professional conferences, workshops, similar meetings, courses, and other related professional development activities. Consistent with the foregoing, the funds may be used to pay for professional memberships, fees for professional licensure required for the ASF Member's current position, books, journals, subscriptions and software. Books, journals, subscriptions, or software that are purchased in electronic form must be stored on a state-owned device. Purchases of technology, including hardware, that satisfy the standards of this subdivision are permissible. Professional development funds may not be used to purchase equipment that is necessary to meet the ASF Member's position requirements. All assets purchased with professional development funds are the property of the ASF Member's university. The unit may carry over any portion of its allocation from the first to the second year of the biennium, and from one biennium to the next.

### **Section B. Professional Improvement Fund.**

Subd. 1. A total of one hundred thousand dollars (\$100,000) in each Fiscal Year will be allocated to the state universities according to the number of full-time equivalent ASF Members in the bargaining unit at each university. Any unused funds shall be carried over into the next year. ASF Members may apply for Professional Improvement Funds without regard to the source of funding of their positions. The provisions of this subdivision shall continue until a successor agreement is in effect.

Subd. 2. These funds shall be grants for the purpose of professional improvement, ASF Member development, staff training and similar kinds of development programs for ASF Members. All ASF Members shall be eligible to receive grants from these funds upon application submitted to and approved by the President/designee. The President shall approve such applications if he/she deems the proposed professional improvement or development activities to be in the best interest of the university in improving the job-related skills and competence of the ASF Member. The President shall determine the exact amount of each such grant on the basis of availability of funds and the application therefore. Within thirty (30) days of completion of the professional improvement or development activity, the ASF Member must submit a written report to the appropriate supervisor outlining the activity completed and analyzing the impact on job-related skills and competence. Each campus shall develop a form for the report, which shall be discussed at meet and confer.

### **Section C. Sabbatical Leave**

Subd. 1. The President may grant a sabbatical leave to any ASF Member who proposes to undertake additional study or other endeavors that will enhance the ASF Member's contribution to the university.

Subd. 2. In order to be eligible for sabbatical leave, an ASF Member must have completed at least six (6) consecutive years of service of at least half (.5) time for at least nine (9) months within each appointment year at the university since the ASF Member's initial date of employment or the expiration of such ASF Member's last previous sabbatical leave.

Subd. 3. The ASF Member's application for sabbatical leave shall include a written plan consistent with the purposes outlined in Subd. 1 above with the dates of the requested leave. An ASF Member who staffs a single-person department, program, or service area should work with his/her immediate supervisor to develop a plan for staffing coverage during sabbatical leave.

Subd. 4. Each university shall set deadlines for ASF Members to submit sabbatical applications and to inform the ASF Member if the sabbatical application has been approved or not. The President/designee may waive the application and decision deadlines in unique circumstances. Where sabbatical leave is approved, the ASF Member shall be notified in writing. Where sabbatical leave is denied, reasons therefore shall be communicated to the ASF Member in writing. Each university will inform the Campus Association President of all local sabbatical approvals and denials.

Subd. 5. The ASF Member shall agree in writing to return to the university for at least one (1) year of service after completion of the sabbatical leave. In the event the ASF Member fails to substantially fulfill the plan upon which the individual was granted a sabbatical leave, or fails to return to the university for one (1) year of service, the ASF Member shall refund to the university such funds awarded during that sabbatical period, except in the cases where a layoff prevents the ASF Member from returning. Within thirty (30) days of return from a sabbatical, the ASF Member must submit a written report to the appropriate supervisor indicating what the individual accomplished on the sabbatical and how the accomplishment related to the written plan.

Subd. 6. Sabbatical leaves may be granted for four (4) months at a full base salary, or for any longer period up to twelve (12) consecutive months, at two-thirds (2/3) pay. ASF Members who are granted a second sabbatical, if it lasts twelve (12) months shall be funded at ninety (90) percent of base salary. For part-time ASF Members, the amount of sabbatical pay shall be adjusted pro rata. ASF Members on a sabbatical shall not accrue vacation leave, but shall accrue sick leave at one-half (1/2) the applicable rate.

Subd. 7. ASF Members on sabbatical leave may accept scholarships, fellowships, grants or employment during the sabbatical leave, consistent with the plan of such leave.

Subd. 8. The number of full-time, twelve (12) month sabbatical leaves in any one (1) year at each university shall not exceed five percent (5%) of the number of ASF Members appointed at one half (1/2) FTE or more under the Agreement at the university. This maximum may be prorated among several ASF Members and among two-thirds (2/3), ninety (90) percent, and full-pay sabbaticals contingent upon the President's determination that funds are available for this purpose and that staffing requirements of the university can be met.

Subd. 9. An ASF Member shall be eligible for continued group insurance benefits as provided by law during the course of the leave.

Subd. 10. If another ASF Member is assigned responsibilities of a person on sabbatical leave, in lieu of hiring a replacement, the individual will be compensated for the additional responsibilities under the terms of Article 12, Section I. Subd. 1, unless the ASF Member is released from other duties commensurately, or under the terms of Article 12, Section I, Subd. 2, if applicable.

**Section D. Retraining Leave.** The President may grant an ASF Member a paid leave of absence of up to one (1) year in length for the purpose of retraining or further training to meet the programmatic needs of the university. An individual who takes this retraining leave shall not accrue vacation but shall accrue sick leave at one-half (1/2) the applicable rate for the duration of the leave.

#### **Section E. Tuition Waiver.**

Subd. 1. ASF Members shall be entitled to enrollment, on a space available basis, in courses at any Minnesota State state university without payment of tuition or fees, except laboratory fees and special course fees. Such enrollment shall not exceed twenty-seven (27) semester credit hours per fiscal year. For purposes of this section, a year begins the first day of fall semester and concludes the day before the beginning of the succeeding fall semester.

Subd. 2. The ASF Member's spouse or dependent children shall be eligible to share this right within the limits established above, with waiver of tuition only. Eligible dependent is defined as a child (biological, adopted, step-child, or legal ward) of up to twenty-five (25) years of age.

Subd. 3. In the event of the death of the ASF Member, the ASF Member's spouse or dependent children shall be eligible for this right within the limits established above, for the following five (5) years, with waiver of tuition only.

**Section F. Tuition Reimbursement.** Consistent with the State's Administrative Procedure 21, at the discretion of the President/designee, an ASF Member may receive tuition reimbursement. The discretionary function of the Employer as provided in this Section shall not be subject to the grievance procedure.

**ARTICLE 16**  
**SEVERANCE PAY AND HEALTH CARE SAVINGS PLAN**

**Section A. Severance Eligibility.** Excluding ASF Members who are discharged for just cause, severance pay shall be granted to ASF Members in accordance with the following provisions:

Subd. 1. All ASF Members who have accrued twenty (20) years of service in Minnesota State or any of its predecessor systems shall receive severance pay upon separation.

Subd. 2. Permanent and probationary ASF Members who have fewer than twenty (20) years of service in Minnesota State shall receive severance pay upon death, layoff that results in separation from service, or receipt of separation incentive. ASF Members on externally funded appointments with more than five (5) years of continuous service shall receive severance pay upon death. Externally funded ASF Members who have fifteen (15) or more years of service in Minnesota State shall also receive severance pay upon personnel reduction that results in separation from service or receipt of separation incentive.

Subd. 3. ASF Members who separate from the Minnesota State Universities after ten (10) years of service in Minnesota State or any of its predecessor systems, and who combined years of service and age equals sixty-eight (68) shall also receive severance pay.

**Section B. Computation.**

Subd. 1. Severance pay shall be computed upon forty-five (45) percent of the ASF Member's regular accumulated but unused sick leave balance based on the ASF Member's then current rate of pay. The percentage multiplier shall be increased by one (1) percent for each year of service over twenty five (25) years to a maximum of fifty (50) percent.

Subd. 2. The base for computing severance pay shall not exceed one thousand (1,000) hours, nor shall said base include "lapsed" sick leave hours as provided by this Agreement. However, should the ASF Member have less than one thousand (1,000) hours of regular sick leave accumulated, the difference may be transferred from lapsed sick leave for purposes of calculation of severance pay.

Subd. 3. Calculation of an ASF Member's hourly rate for purposes of computing severance pay shall be based upon a base of two thousand eighty-eight (2,088) working hours per year. Appointment periods of less than one (1) year in duration shall be prorated on this base.



**Section C. Health Care Savings Plan.** As provided in this Agreement, eligible ASF Members will participate in the health care savings plan (HCSP) established under Minnesota Statute 352.98, and as administered by the Plan Administrator. The Employer is responsible only for transferring funds, as specified in this agreement, to the Plan Administrator.

Subd. 1. All ASF Members who receive severance pay as defined in Section A of this article must participate in the health care savings plan.

Subd. 2. All severance pay as defined in Section B of this article shall be transferred to the severed employee's health care savings plan account. At the time of separation, if an ASF Member has an approved exception to participation in the health care savings plan account from the plan administrator, then the ASF Member shall receive this payment in one lump sum payment of cash.

Subd. 3. Employee Contribution. For all externally funded, probationary, or permanent ASF Members who have served five (5) consecutive appointment years, so long as the ASF Member has sufficient earnings in the pay period to take the deduction, the Employer shall make deductions as follows: a total of three hundred dollars (\$300) shall be deducted in equal amounts from each of the 25 full pay periods during the fiscal year. That amount will be transferred to the individual's health care savings plan account. Deductions will begin in the first full pay period of the next fiscal year after the individual has met the service requirement. Thereafter, deductions will begin in the first full pay period of the fiscal year and will continue through the last full pay period in June of each fiscal year. ASF Members not scheduled to receive pay in each of these pay periods of the fiscal year shall have their deductions taken in equal amounts from each pay period within their normally scheduled appointment period. ASF Members on unpaid status during the year will have missed deductions taken from the first payroll period in which they have returned to paid status. For purposes of this section, appointment year is defined as MSUAASF service during a period starting from July 1 through June 30 annually that is at least one-half time (.5 FTE) for nine to twelve (9 to 12) months. Once an ASF Member meets the service requirements of this provision, if that ASF Member accepts employment at another Minnesota State state university in one of the appointment types identified above with or without a break in service of no more than 3 months, then the Employer will continue to make deductions under this provision.

Subd. 4. Vacation Separation Payment to Retirees. For purposes of this Subdivision, a retiree is defined as an ASF Member who separates from Minnesota State and: 1) has five (5) or more years of allowable pension service, and 2) is immediately eligible to receive a retirement benefit under Minnesota Statute Chapter 354B or an annuity under a State retirement program. A retiree shall receive the vacation separation payment in cash for up to the first one hundred twenty (120) hours of accumulated but unused vacation leave. Payment for hours

in excess of one hundred twenty (120) hours (not to exceed the limit provided in Article 18 B, Subd.5) will be transferred to the individual's health care savings plan account.

Subd. 5. Employer Contribution. The Employer will make a lump-sum contribution of three hundred dollars (\$300) to each insurance eligible ASF Member's HSCP account through the payroll in the first full payroll period to occur in the calendar year. To be eligible for this contribution, the ASF Member must be actively employed, in payroll status or on Family and Medical Leave Act (FMLA) leave or Uniformed Services Employment and Reemployment Rights Act (USERRA) eligible leave and insurance eligible on the day before the payroll period cited above for payment.

**Section D. Reappointment.** In the event an ASF Member who has received severance pay is subsequently reappointed to a state university, future severance pay for the ASF Member shall be computed upon the individual's unused sick leave balance accumulated since the reappointment.

**Section E. Separation Incentive.**

Subd. 1. Eligibility. Except as provided in paragraph (c) of this subdivision, any permanent ASF Member who has served at least fifteen (15) years in the Minnesota State Universities and is at least fifty-five (55) years of age but less than sixty five (65) shall be eligible to apply for separation incentive.

- (a) During FY 2020 and FY 2021 ASF Members who give notice of retirement shall be informed by the Employer within twenty (20) days of such notice whether the retiring employee will receive the separation incentive benefit pursuant to this Section. If the Employer notifies the ASF Member that he/she will not receive the benefit, the ASF Member shall have fifteen (15) days to notify the Employer that he/she is rescinding the retirement notice.
- (b) An ASF Member may apply for a separation incentive. The President will determine whether or not a separation incentive is appropriate for that employee's position. This decision is not subject to the grievance process.
- (c) A permanent ASF Member older than age fifty-five (55) (including those age 65 or older) when the individual completes the fifteen (15) years of service requirement will also be eligible to apply to receive the full benefit of one year's base salary if the ASF Member: 1) applies within one hundred and eighty (180) days after meeting the age and service requirement, and 2) the separation will occur no later than one hundred and eighty-one (181) days following the date of application for the benefit. Any ASF Member eligible under this paragraph who does not elect early retirement during this window but chooses to apply later will be compensated under the schedule of Article 16, Section E. Subd. 2.

Subd. 2. Payment. An ASF Member qualifying for separation through resignation or early retirement except those qualifying under the provisions of Subd. 1(c) above shall receive payment equal to his/her base salary minus ten (10) percent of his/her base salary for each year beyond age fifty-five (55). The ASF Member shall receive this amount in two equal payments; the first payment will be made at the time of the ASF Member's separation from employment and the second payment will be made before the earlier of the following dates: a) 18 months after the date of separation, or b) the end of the fiscal year following the fiscal year in which the separation occurred. However, if the separation payment is less than ten thousand dollars (\$10,000), it will be paid in one lump sum cash payment at the time of separation from employment. No employee shall receive more than one-hundred (100) percent of total compensation in a single fiscal year.

Subd. 3. Benefit Contribution Payment. For any ASF Member who separates under this Section, the Employer will deposit in the ASF Member's Health Care Savings Plan account upon separation an amount equivalent to the Employer's expense of health insurance benefits for one (1) year at the premium rate in effect at the time of separation.

Subd. 4. Early Separation. Persons choosing early separation shall have eligibility for early retirement payments determined in accordance with appropriate statutes and regulations.

## **ARTICLE 17 HOLIDAYS**

### **Section A. Designated Holidays.**

Subd. 1. The following days shall be designated as paid holidays when they occur during an ASF Member's appointment period.

New Year's Day  
Martin Luther King Day  
Presidents' Day \*  
Memorial Day  
Independence Day  
Labor Day  
Veterans' Day\*  
Thanksgiving Day  
The Friday after Thanksgiving  
The work day immediately preceding Christmas Day  
Christmas Day

\*The President may, after meeting and conferring with the Campus Association, designate alternate days for the observance of these holidays.

Subd. 2. Following a meet and confer with the Campus Association to review the academic calendar and the designated holiday schedule, the President may implement a procedure for observance of specific holidays which may not be designated in the institution's academic calendar. This may include the designation of alternative days for observance of Veterans' Day and Presidents' Day.

**Section B. Holidays Falling on Weekends.** When any of the above holidays fall on a Saturday, the preceding day shall be a holiday. When any of the above holidays fall on a Sunday, the following Monday shall be a holiday. If mutually agreed to by the President and the Campus Association, in cases where there are two (2) consecutive holidays, one of which falls on a weekend day, the work day preceding the first holiday, or work day following the second holiday, shall be a holiday.

**Section C. Changes in Legal Holidays.** Additional holidays established by State law shall be added as holidays under this Agreement.

**Section D. Work on a Designated Holiday.** Any ASF Member assigned by the university to work on a designated holiday shall be given a separate duty day off. This alternative day shall be mutually agreed to by the ASF Member and the Employer. The Employer may offer a day's pay of compensation in lieu of time off.

**Section E. Religious Holidays.** If an ASF Member wants to observe a religious holiday other than those identified in Section A of this Article and that religious holiday falls on the ASF Member's regularly scheduled work day, the ASF Member shall be entitled to that day off to observe the religious holiday. An ASF Member who chooses to observe such a religious holiday shall notify the ASF Member's supervisor in writing as early as practicable prior to the religious holiday.

At the ASF Member's discretion, the ASF Member may use vacation, accrued compensatory time, alternative holiday earned under Article 17, Section D, personal leave, or unpaid leave during absences for this purpose, or, upon mutual agreement with the supervisor, the ASF Member may make up the time so long as it does not result in the payment of overtime.

## **ARTICLE 18 PAID LEAVES OF ABSENCE**

**Section A. Accrued Benefits.** An ASF Member on a paid leave shall retain all rights and accumulated benefits, except for any utilized in conjunction with the leave. Benefits shall continue to accrue while an ASF Member is on leave pursuant to this Article.

**Section B. Vacation Leave.**

Subd. 1. Accrual.

- (a) All full time ASF Members holding appointments of six (6) months or more at a state university shall accrue, on a biweekly basis, vacation leave with pay at the following pay period rates:

<u>Length of Continuous Service</u>	<u>Hours per pay period</u>
0 through 8 years	6.75 hours
9 through 15 years	7.00 hours
16 through 20 years	7.50 hours
21 through 25 years	8.00 hours
26 through 30 years	8.50 hours
31 years and over	9.00 hours

- (b) Except as provided in paragraph 3 below, for the purpose of this Article, “continuous service” shall commence on the individual’s initial date of hire in the Minnesota State System, and shall continue unless interrupted as specified below. Except as provided in Subdivision 6 below, if service is interrupted and the individual subsequently is rehired into the Minnesota State system, continuous service will commence on the date of rehire and continue until there is an interruption.

1. “Continuous service” is interrupted by:

- a) resignation,
- b) retirement,
- c) failure to return to work upon expiration of a leave of absence,
- d) failure to return to work upon recall from layoff or retrenchment,
- e) discharge for just cause,
- f) personnel reduction that results in separation from service
- g) layoff (except as provided in paragraph 2 b) below,
- h) reduction in force under a State of Minnesota labor agreement or compensation plan, or a Minnesota State labor agreement or compensation plan,
- i) non-renewal or non-certification under a State of Minnesota labor agreement or compensation plan, or a Minnesota State labor agreement or compensation plan,
- j) ending or expiration of a contingent position, such as intermittent, fixed-term, Limited Appointment, adjunct/community faculty, temporary appointment, or a position that is unclassified per M.S. § 43A.08, Subd. 1 (9), etc.

2. "Continuous service" is not interrupted if:
  - a) A leave of absence without pay was granted in accordance with Article 19 and the AFS Member returns to work; however an ASF Member will not accrue additional continuous service while on such unpaid leave status.
  - b) i) an individual was laid off or retrenched under a State of Minnesota labor agreement or compensation plan, or a Minnesota State labor agreement or compensation plan; and ii) still has recall rights under that agreement or plan, and iii) is recalled or hired into an ASF position within the recall period; however the individual will not accrue additional continuous service" for the period during which they were on such layoff or retrenched status.
  - c) An individual moves from a position at a Minnesota State college or university to an ASF position at a Minnesota State university when the end date of the prior position and the start date of the new position are contiguous.
3. The length of continuous service determined for an ASF Member under previous versions of this labor agreement shall remain unchanged until the ASF Member experiences an interruption as defined in paragraph 1 above.
  - (c) Less than Six (6) Month ASF Members and Intermittent Appointments. ASF Members with appointments of fewer than six (6) months in duration and ASF Members on an Intermittent Appointment shall not accrue vacation.
  - (d) Part-time ASF Members. Part-time ASF Members who work less than the normal eighty (80) hours per payroll period shall have their vacation accruals prorated according to the portion of time employed each payroll period in accordance with the proration table listed below.

**HOURS OF VACATION ACCRUED DURING EACH  
PAY PERIOD BASED ON LENGTH OF SERVICE**

<b>Hours Worked</b>	<b>0 thru 8 years</b>	<b>9 thru 15 years</b>	<b>16 thru 20 years</b>	<b>21 thru 25 years</b>	<b>26 thru 30 years</b>	<b>After 30 years</b>
<b>0.00 - 9.49</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>9.50 - 19.49</b>	1.00	1.25	1.50	1.50	1.75	1.75
<b>19.50 - 29.49</b>	1.50	1.75	2.00	2.00	2.25	2.25
<b>29.50 - 39.49</b>	2.50	2.75	3.00	3.00	3.25	3.25
<b>39.50 - 49.49</b>	3.25	3.50	3.75	4.00	4.25	4.50
<b>49.50 - 59.49</b>	4.25	4.50	4.75	5.00	5.25	5.75
<b>59.50 - 69.49</b>	5.00	5.25	5.75	6.00	6.50	6.75
<b>69.50 - 79.49</b>	6.00	6.25	6.75	7.00	7.50	8.00
<b>79.50 +</b>	6.75	7.00	7.50	8.00	8.50	9.00

Subd. 2. Unused Vacation. ASF Members may accumulate unused vacation to any amount provided that once during each fiscal year each ASF Member's accumulation must be reduced to two hundred and seventy-five (275) hours or less, unless the President determines that the ASF Member is unable to utilize vacation leave because of the requirements of the individual's assignment or because of physical incapacity. This reduction must be accomplished on or before last day of the fiscal year. If this reduction is not accomplished on or before the last day of the fiscal year, the ASF Member's accumulation shall automatically be reduced to two hundred and seventy-five (275) hours effective on the last day of the fiscal year, and the amount of accumulation over two hundred and seventy-five (275) hours will transfer to the ASF Member's bank of lapsed sick leave (See Article 18, section C, Subd.2). Vacation leave accrued during the pay period that includes the last day of a fiscal year, will be credited to each ASF Member's balance after deductions are made for vacation used and/or reduced pursuant this Subdivision.

Subd. 3. Vacation Balance Transfer. An ASF Member who accepts a vacation-eligible position in this bargaining unit at another Minnesota State institution, without a break in service, shall have all of the individual's accumulated and unused vacation leave balance transferred and such leave shall not be liquidated by cash payment in whole or in part. This transferred vacation will remain subject to Article 18, Section B, Subdivision 2. An individual who moves without a break in service from any other position in any branch of Minnesota State Government to a vacation-eligible position in this bargaining unit shall have his/her accumulated-but-unused vacation leave transferred, provided that the total amount of accumulated vacation leave transferred shall not exceed two hundred seventy-five (275) hours.

Subd. 4. Utilization. The President/designee shall grant an ASF Member's vacation at a time requested by the ASF Member insofar as the staffing needs of the university permit. ASF Members may not take vacation leave until they have been employed a sufficient length of time to have earned the number of hours taken.

Subd. 5. Separation Payment. An ASF Member shall be compensated at the final rate of pay for all unused, accumulated vacation, leave time upon separation from state service, or movement to a vacation ineligible position. An employee on an unpaid leave of absence of more than one (1) year for a purpose other than accepting an unclassified position in state civil service, or an employee on layoff that results in separation from service, may elect to be compensated at the final rate of pay for unused accumulated vacation leave. This accumulated vacation payout shall not exceed two hundred and seventy-five (275) hours, except in the case of the ASF Member's death. Calculation of an ASF Member's hourly rate for purposes of computing vacation separation payment shall be based upon a base of two thousand eighty-eight (2,088) working hours per year. Appointment periods of less than one (1) year in duration shall be prorated on this basis. Except as provided in Article 16, Section C, Subdivision 4 which pertains to the separation payment to retirees, the separation payment will be made in cash.

Subd. 6. Reinstatement. Any ASF Member reemployed within two (2) years at the same or any other university within the System, who is otherwise eligible to accrue vacation, shall accrue vacation according to the length of service the ASF Member had attained at the time of separation.

Subd. 7. Credit for Prior Service. Individuals hired into an ASF position on or after January 1, 2020 may be granted service credit for prior employment held within two (2) years of being hired into the ASF position. The prior employment must be with:

- (a) A public sector employer;
- (b) The United States Armed Forces as a service member; or
- (c) A private sector employer in a position directly related to the ASF Member's current ASF position.

The University may grant service credit in any amount up to the length of time employed by the previous employer. Granting of service credit and the amount is at the University's sole discretion and is not grievable or arbitrable.

### **Section C. Sick Leave.**

Subd. 1. Accrual.

- (a) Newly hired full-time Probationary Appointments and Limited Appointments.
  - 1. No prior state service. One-hundred twenty (120) hours of sick leave shall be credited to all new full-time probationary ASF Members with no prior State of Minnesota service at the time of their employment. This is provided to cover possible disability during the first thirty (30) pay periods of employment. Beginning with the thirty first (31st) pay period of



employment, each ASF Member will be credited with four (4) additional hours of sick leave for each succeeding pay period of service. This provision shall also apply to individuals with prior ASF service with a break in service of greater than two (2) years.

2. Other state service outside ASF, with no break in service. All new probationary ASF Members who begin ASF service with no break in State of Minnesota service shall be credited with one-hundred twenty (120) hours of sick leave minus all hours of sick leave earned (whether or not used) in prior State of Minnesota service at the time of their ASF employment. In no case shall this result in a negative balance. Each ASF Member will be credited with four (4) additional hours of sick leave for each pay period of service that follows the number of full payroll periods represented by the initial credit of sick leave. Each four (4) hours of sick leave initially credited shall represent one full payroll period. Additionally such ASF Member's current sick leave balance shall be transferred and credited fully to the ASF Member's sick leave accumulation.
  3. Other state service outside ASF with a break in service of no greater than two (2) years. One hundred twenty (120) hours of sick leave shall be credited to all new full-time probationary ASF Members with prior non-ASF State of Minnesota service who join Minnesota State after a break in service at the time of their employment. This is provided to cover possible disability during the first thirty (30) pay periods of employment. Beginning with the thirty-first (31<sup>st</sup>) pay period of employment each ASF Member will be credited with four (4) additional hours of sick leave for each succeeding pay period of service. Such ASF Member's prior sick leave balance, if any, shall not be transferred to the Minnesota State institution.
  4. Prior ASF service with a break in service of no greater than two (2) years. Such ASF Member shall be credited with one hundred twenty (120) hours of sick leave minus all hours of sick leave earned (whether or not used) during their prior ASF service at the time they are re-employed. In no case shall this result in a negative balance. Each ASF Member will be credited with four (4) additional hours of sick leave for each pay period of service that follows the number of full payroll periods represented by the initial credit of sick leave. Each four (4) hours of sick leave initially credited shall represent one full payroll period.
- (b) Fixed-term Appointment. ASF Members appointed to a fixed-term appointment as provided in Article 10, Section A, Subd. 1, shall be credited upon initial appointment with one (1) day of sick leave for each month of anticipated service. For purposes of this paragraph, if an ASF Member is initially hired to work one or more days during a calendar month, then that shall be deemed to be a month of anticipated service. If a Fixed-term appointment is

extended beyond the initial period of anticipated service, the individual will earn four (4) additional hours of sick leave for each succeeding pay period of full time service.

- (c) Externally Funded Appointments. ASF Members appointed to an externally funded appointment as provided in Article 10, Section A, Subd. 2, shall be credited upon initial appointment with one (1) day of sick leave for each month of anticipated service during the first appointment year, and will be credited with four (4) additional hours of sick leave for each succeeding pay period of service. For purposes of this paragraph, "Appointment Year" is defined as the period of employment between July 1 and June 30 annually, inclusive of both dates. For purposes of this paragraph, if an ASF Member is initially hired to work one or more days during a calendar month, then that shall be deemed to be a month of anticipated service.
- (d) Part-time Appointments. Individuals commencing employment on less than a full-time basis shall be given sick leave credit as described in this Section on a prorated basis at the start of employment. Such part-time ASF Members shall accumulate sick leave in accordance with the accrual table below. In the use of sick leave, such ASF Members shall be charged on a pro rata basis according to the fraction of the time employed at the time of leave.

**HOURS OF SICK LEAVE ACCRUED DURING EACH PAYROLL PERIOD**

<b>HOURS WORKED</b>	<b>HOURS ACCRUED</b>
0.00-9.49	0.00
9.50-19.49	.75
19.50-29.49	1.00
29.50-39.49	1.50
39.50-49.49	2.00
49.50-59.49	2.50
59.50-69.49	3.00
69.50-79.49	3.50
79.50+	4.00

- (e) Reinstatement. Any ASF Member reemployed within two (2) years at any Minnesota State university will have reinstated in the records of the employing university all unused sick leave accumulations that were accrued in accordance with the provisions of this Agreement and that were not used in the payment of severance under Article 16.
- (f) All sick leave earned prior to the effective date of this Agreement shall remain in full force and effect and shall be credited fully to each ASF Member's sick leave accumulation.

(g) Repayment of Credited Sick Leave. When an ASF Member who was credited with an advance of sick leave separates from employment before having served long enough to accrue sufficient sick leave to offset the initial credit, the ASF Member's last pay check shall be reduced to the extent feasible by an amount equal to the number of hours of sick leave taken in excess of that earned.

Subd. 2. Accrual Limits. Unused sick leave may be accumulated to a total of one thousand (1,000) hours. Sick leave earned over the maximum will be considered lapsed but shall be recorded to credit. In the event that an ASF Member with an illness exhausts his/her current accumulated sick leave, and has lapsed sick leave recorded to his/her credit, additional sick leave shall be granted by the university President upon valid medical documentation, to the extent required by the ASF Member's illness, but not to exceed the total amount of the individual's lapsed sick leave.

Subd. 3. Utilization. Sick leave shall be granted by the President/designee for absences made necessary by reason of illness or disability, including temporary disabilities, by exposure to contagious disease which may endanger the individual or the public health, or by illness in the immediate family of the ASF Member, making it necessary that the ASF Member be absent from the individual's duties. In the case of absence for illness of the members of the immediate family, the term "immediate family" shall be defined to include the ASF Member's spouse and the following relatives of the ASF Member or the ASF Member's spouse: parent, stepparent, child, step-child, grandchild, brother, sister, grandparent, ward, or other residents of the ASF Member's household. An ASF Member who is the non-birthing parent or is the spouse of the biological parent may use five (5) days of sick leave coincident with the birth of the individual's child.

Subd. 4. Sick Leave Incentive Program. MSUAASF and Minnesota State may develop a sick leave incentive program through the establishment of a joint committee.

**Section D. Workers' Compensation.** In the event an ASF Member is absent from work as a result of a compensable injury incurred in the service of a Minnesota State University under the provisions of the Workers' Compensation Act, Minnesota Statutes Section 176.001 et seq., the ASF Member shall receive compensation in an amount equal to the difference between the ASF Member's regular pay and the benefits paid under the Workers' Compensation Act to the extent that the ASF Member has accrued vacation or sick leave. Such additional payments to an ASF Member shall be charged against the accrued vacation or sick leave of such ASF Member. In no event shall the combined weekly or monthly compensation paid an ASF Member exceed the normal compensation of the ASF Member.

**Section E. Bereavement Leave.** The use of a reasonable period of bereavement leave, up to five (5) days per occurrence, shall be granted in case of death in the immediate family. The term "immediate family" is defined in Section C, Subd. 3 of this Article. Leave of

longer than five (5) days may be granted by the President. All other bereavement leave in case of death of other relatives of the ASF Member or their spouse shall be deducted from sick leave.

**Section F. Adoption Leave.** Up to thirty (30) days leave per occurrence shall be granted by the President for absences made necessary by an ASF Member's adoption of a child. Adoption leave shall be deducted from sick leave.

**Section G. Military Leave.** ASF Members who are members of the State or Federal armed services are entitled to leave of absence with pay of (fifteen) 15 working days per calendar year as defined in Minnesota Statutes Sections 190 through 192.

**Section H. Court Related Leaves.** ASF Members shall be granted a leave of absence with pay for:

Subd. 1. Service on a jury or waiting in a jury pool.

Subd. 2. Appearance before a court, legislative committee, or other judicial or quasi-judicial body in response to subpoena or other direction by proper authority for purposes other than those created by the ASF Member or the ASF Member organization. However, court leave is not available in any civil litigation where the ASF Member is appearing as a plaintiff or defendant, or in criminal litigation where the ASF Member is appearing as a defendant. Additionally, except as provided in Subdivision 3 below, court leave is not available when an ASF Member is serving as an expert witness.

Subd. 3. Attendance in court in connection with an ASF Member's official duty, such attendance including the time required in going to the court and returning to the ASF Member's place of work.

**Section I. Election Judges.** ASF members serving as election judges shall be compensated in accordance with Minnesota Statutes Section 204B.195. Upon fourteen (14) calendar days advance request, leave shall be granted for purposes of serving as an election judge in any election.

**Section J. Personal Leave.** With approval of the President/designee, an ASF Member, who has at least six (6) months of service within Minnesota State, may be granted up to four (4) nonconsecutive days (non-cumulative) leave per fiscal year for personal situations necessitating the absence of the ASF Member from the university. At the President's discretion, personal leave may be granted on consecutive days and/or during an ASF Member's first six (6) months of service. The President's discretion under this Section shall not be grievable. Personal Leave may be taken only in full day increments.

**Section K. Emergency Leave.** Emergency leave shall be granted pursuant to Minnesota State Board Policy 4.4.

**Section L. Sick and Vacation Leave Balance.** The Employer shall provide each ASF Member a report of his or her sick and vacation leave balances at least monthly, unless the ASF Member has self-service access to such information.

**Section M. Paid Parental Leave.**

Subd. 1. Length of Leave. Paid parental leaves of absence of up to six (6) consecutive weeks shall be granted to eligible Minnesota State employees who request such leave following the birth or adoption of a child.

Subd. 2. Eligibility. Employees are eligible if they meet eligibility criteria for Family and Medical Leave Act (“FMLA”) leave, which generally means the employee has been employed by the Employer for twelve (12) months and has worked at least 1,250 hours during the year immediately preceding the leave. Paid parental leave (“PPL”) is available to employees who experience the following qualifying events:

- (a) an employee or their spouse/partner gives birth to the employee’s child;
- (b) a child is placed in the employee’s home for adoption; or
- (c) a child is placed in the employee’s home to adjudicate parentage in cases of surrogacy when the employee is the intended parent.

Subd. 3. Use. Eligible employees must complete PPL within six (6) months of the qualifying event. At the discretion of the President/designee, employees may be allowed intermittent or reduced schedule use of leave, which must be completed within twelve (12) months of the qualifying event. PPL not used within the required timeframe shall not be carried over or cashed out.

Subd. 4. Interaction with Other Leaves. Paid parental leave will run concurrently with any unpaid leave(s) that parents may be entitled to under other provisions of this Agreement or provided by law. Employees shall not receive other types of paid leave provided by this Agreement (e.g., sick, vacation, compensatory time) for hours for which they are receiving PPL.

**ARTICLE 19  
LEAVES WITHOUT PAY**

**Section A. Leaves.**

Subd. 1. General Leaves. An ASF Member may request a leave of absence for valid reasons, including but not limited to the medical necessity of the ASF Member that is not covered by the Family and Medical Leave Act (FMLA), for an initial period not to exceed two (2) years. A request for leave shall be made as early as practicable and shall include a statement as to the purpose for which the leave is requested, including its value to the ASF Member and the university. The President

shall consider the effect of such a leave upon the university, and a request shall not be arbitrarily denied. A general leave of absence beyond two (2) years may be granted at the discretion of the President. However, the ASF Member shall cease to accrue seniority beyond the second year.

Subd. 2. Extended Leave. Extended leaves of absence of at least three (3) but not more than five (5) years may be granted in accordance with Minnesota law. Notwithstanding any other provision of this Agreement, retention and accrual of all rights and benefits for ASF Members on extended leave shall be governed by Minnesota Statute Section 136F.43.

Subd. 3. Family and Medical Leave Act (FMLA) Leaves. The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specific family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken the leave. Under the FMLA, eligible employees are entitled to:

- (a) Twelve workweeks of unpaid leave in a 12-month period for:
  - 1) the birth of a child and to care for the newborn child within one year of birth;
  - 2) the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
  - 3) to care for the employee's spouse, child, or parent who has a serious health condition;
  - 4) a serious health condition that makes the employee unable to perform the essential functions of his or her job;
  - 5) any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or
- (b) Twenty-six workweeks of unpaid leave during a single 12-month period to care for a covered servicemember with a serious injury or illness if the eligible employee is the servicemember's spouse, son, daughter, parent or next of kin (military caregiver leave).
- (c) The Parties recognize that Minnesota Management & Budget (MMB) occasionally issues, updates, or revises a Statewide Policy on the FMLA. The Parties incorporate by reference the current MMB Statewide FMLA Policy. This policy is available on the MMB website [https://mn.gov/mmb/assets/1409-fmlapolconsolidatedpdf\\_tcm1059-321994.pdf](https://mn.gov/mmb/assets/1409-fmlapolconsolidatedpdf_tcm1059-321994.pdf) or from the campus Human Resources Office.

- (d) To the extent that the terms of this subdivision vary from the terms of the Family and Medical Leave Act, the parties intend to be bound by the FMLA.

Subd. 4. Parental Leaves. Parental leave of absence without pay shall be granted to biological or adoptive parents who request such a leave as provided below. ASF Members who intend to use parental leave according to the provisions of this section should notify the President/designee as soon as it is practical. The leave shall commence on the date requested by the ASF Member, and shall continue for a period up to nine (9) months. Parental leave may be extended for an additional six (6) months upon application to and approval by the President/designee.

Subd. 5. Unpaid Union Leave for Service by ASF Members on the Association's Behalf. Upon advance written request from the Association to the university's Chief Human Resources Officer or designee, a reasonable amount of unpaid leave shall be granted to ASF Members to engage in activities on behalf of the Association, provided that the granting of such time off will not adversely affect the operations of the work unit. Where practicable, the Association will provide the written request at least 21 calendar days in advance. At the ASF Member's discretion, the ASF Member may use vacation, accrued compensatory time, personal leave, or unpaid union leave during absences for this purpose, or, upon mutual agreement with the supervisor, the ASF Member may make up the time so long as it does not result in the payment of overtime. Examples of activities covered under this paragraph include, but are not limited to: collective bargaining negotiations activities, service on Association/Exclusive Representative boards/committees, and other activities/events as designated by the Association. This provision does not apply to situations where paid time is provided in Article 7, Section G, Subdivisions 1 and 2 or Article 25, Section H.

## **Section B. Maintenance of Benefits.**

Subd. 1. While on unpaid leave, the ASF Member shall have the right to continue to the extent permitted by law, any or all benefits, provided any direct cost resulting therefore is reimbursed to Minnesota Management & Budget by the ASF Member, except for leaves under the Family and Medical Leave Act (FMLA) (Section A., Subdivision 3).

Subd. 2. An ASF Member, while on leave, shall retain all rights and accumulated benefits. For purposes of layoff, a permanent status ASF Member on a general or extended leave for purposes judged by the President to be of benefit to the university, shall be entitled to credit for years of seniority accumulated during the leave.

**Section C. Return from Leave.** An ASF Member, on leave under this Article, shall have the right to return to a position in the bargaining unit at the same university, at the same range and pay level as the ASF Member's previous position, provided the individual is qualified, as determined by the president or designee. If no vacancy exists for which the

individual is qualified, layoff provisions will be invoked. By mutual agreement of the President/designee and the ASF Member, an ASF Member on leave under this Article may return from that leave prior to the originally anticipated return to work date. If an ASF Member is unable to return to work on the originally anticipated return to work date, the ASF Member will notify the President/designee as soon as it is practical, but no later than the originally anticipated return to work date. Such notice will include the ASF Member's application for extension of leave, if applicable. If the ASF Member does not return from leave as scheduled and does not request and obtain an extension of their leave, it shall constitute a voluntary resignation.

**Section D. Salary Savings Leave.** An ASF Member may request unpaid salary savings leave as provided in Minnesota Statute 43A.49. <https://www.revisor.leg.state.mn.us/statutes/?id=43A.49>. At the discretion of the President/designee, an ASF Member may be allowed to take such unpaid leave. The discretionary function of the Employer under this Section is not subject to the grievance procedure.

## **ARTICLE 20 NOTICE OF VACANCIES AND RIGHT TO RETURN TO THE UNIT**

**Section A. Notice of Vacancy.** Notice of any vacancy in the bargaining unit that is being searched by means other than an internal search shall be electronically mailed by the Minnesota State System Office to all ASF Campus Association Presidents, the Association President, and to the human resources offices of the State Universities. Additionally, the Minnesota State Employment Opportunities Bulletin is available at <http://www.minnstate.edu/jobs>.

**Section B. Internal Search.** The Employer at each campus shall determine and publish a uniform process for conducting internal searches. The Employer may decide to fill a position from candidates who are current ASF Members at the University prior to an external notice of the vacancy.

The Employer shall announce the vacancy to all such ASF Members. If the position is not filled through an internal search, the Employer may conduct an external search. Nothing in this section shall preclude an ASF Member from applying in an external search. The appointment decision under this section shall not be grievable or arbitrable.

**Section C. Filling of Vacancies after Notice of Layoff.** An ASF Member who has received notice of layoff shall be sent notice of any vacancy in the bargaining unit that is posted in the Minnesota State employment opportunities bulletin. Any such ASF Member who meets the qualifications, as determined by the President/designee, of any announced ASF vacancy and who supplies all required materials within the stated vacancy timeline shall be offered an interview for the position prior to filling the position with external candidates. The Employer is not required to pay the costs incurred by the ASF Member associated with this interview.



## **Section D. Right to Return to the Unit.**

Subd. 1. For ASF Members who accepted a Minnesota State Administrator position before July 1, 2003. ASF Members shall neither lose nor continue to accrue benefits provided to ASF Members in this bargaining unit because of, or during, the period of any appointment to a Minnesota State Administrator position. An ASF Member appointed under this Article, shall have the right to return to a position in the bargaining unit at the same university, at the same range and pay level as the ASF Member's previous position, provided the individual is qualified as determined by the President or designee. If no vacancy exists for which the individual is qualified, layoff provisions will be invoked.

Subd. 2. For ASF Members who are appointed to a Minnesota State Administrator position (excluding acting or interim appointments) on or after July 1, 2003.

- (a) No ASF Member will be required to accept an appointment as a Minnesota State Administrator. However if the Employer appoints an ASF Member with permanent status to a Minnesota State Administrator position at the same university, that individual will have the right to return to a position in the ASF bargaining unit from the Administrator position for a period of four (4) years from the date of appointment, as described in this Subdivision. The ASF Member shall be returned to an ASF position with no break in service at the same range and step as the individual's previous ASF position, provided the individual is qualified as determined by the President/designee.
- (b) Within the four (4) year period described above, if an individual desires to return to a position in the ASF bargaining unit, the ASF Member must provide written notice to the President/designee by December 31 to be effective the following June 30, as provided in paragraph (a) of the Subdivision.
- (c) Within the four (4) year period described above, if the Employer ends the Minnesota State Administrator appointment of an individual covered by this Subdivision for any reason other than misconduct, the individual will have a right to return to a position in the ASF bargaining unit as described in paragraph (a) above. However, if in the Employer's discretion such appointment is terminated for misconduct, there is no right to return under this Subdivision. The discretionary function of the Employer as provided in this paragraph shall not be subject to the grievance procedure.
- (d) For the purposes of this Subdivision, if no vacancy exists for which the individual is qualified as determined by the President/designee, the layoff provisions in Article 22 will be invoked.

- (e) An ASF Member will neither lose nor continue to accrue benefits provided to ASF Members in this bargaining unit because of, or during, the period of any appointment to a Minnesota State Administrator position.

**Section E. Search Committees.**

Subd. 1. At least one (1) Association representative selected by the Campus Association President shall be included on any search committee established by the Employer for the purpose of making recommendations with regard to the filling of a vacancy within the bargaining unit. The number of ASF Members on the committee will not be exceeded by the membership from any other bargaining unit.

Subd. 2. For each search, if the Campus Association President has not notified the Employer of the name of the Association Representative within twelve (12) business days following the Employer's request for a representative and there has not been a mutually agreed upon extension to designate an Association Representative, the Employer may proceed with the search without an Association Representative.

**Section F. Position Requirements.** See Article 10, Section A, Subdivision 6.

**ARTICLE 21  
GENERAL PROVISIONS**

**Section A. Legal Counsel.** If civil proceedings are brought against an ASF Member for acts committed while acting within the scope of employment, the ASF Member shall be furnished legal counsel in accordance with Minnesota Statutes.

**Section B. Unemployment Insurance.** All ASF Members shall be eligible for unemployment insurance benefits as provided by law.

**Section C. Ethical Standards and Outside Employment.**

Subd. 1. ASF Members shall be free to accept such outside employment as does not interfere with the full and proper performance of duties to their respective university as outlined in this Section.

Subd. 2. ASF Members shall be free to engage in any outside activity which does not interfere with the individual's regular duties as set forth by university authorities.

Subd. 3. Full-time ASF Members shall not, during a period of full-time employment receive from any outside source either an annual retaining fee or a regular salary unless the arrangement has been approved by the university President/designee. This section does not apply to such activities as the writing of books or articles, or the giving of occasional speeches.

Subd. 4. A full-time ASF Member is not permitted to serve as a regular paid consultant or staff member for another Minnesota state agency without appropriate leave of absence and deduction of pay at the university.

Subd. 5. ASF Members shall not while engaging in private practice, use the official stationery of the university or of the System Office, or give as business address the university, its buildings, its departments, or the System Office.

Subd. 6. ASF Members shall not use the System or university technical equipment for personal use without notice to and the consent of the Employer and the payment of a reasonable fee for the privilege enjoyed.

Subd. 7. ASF Members shall not use their position to secure special privileges or exemptions for themselves or others.

Subd. 8. ASF Members shall not engage in any transaction as a representative or agent of the State of Minnesota with any business entity in which they have a substantial direct or indirect pecuniary interest. However, this shall not preclude the use in teaching of materials written by ASF Members provided approval has been obtained in writing in advance from the university President/designee.

Subd. 9. ASF Members shall not accept employment or engage in any business or professional activity which the individual might reasonably expect would require or induce the individual to disclose confidential information acquired by reason of the ASF Member's official position.

Subd. 10. ASF Members shall not disclose to unauthorized persons confidential information for personal gain or benefit.

**Section D. Publication and Distribution of Agreement.** The Employer and the Association will exchange signed original hard copies, and the Employer will provide an electronic copy of the Agreement to the Association after execution of the Agreement. The Employer shall provide either an electronic or hard copy of the Agreement to each prospective new ASF Member prior to or concurrent with the date the individual receives an offer of employment. The Employer shall make available to all ASF Members an electronic copy of the Agreement. The Association shall assume responsibility for notifying its members of when, where, and how the electronic Agreement may be accessed. The Employer and the Association may mutually agree to have copies of the Agreement professionally printed. Any costs associated with such printing shall be shared equally between the Employer and the Association.

**Section E. Change of Name.** Any change in the name of either party to this Agreement shall in no way affect any of the provisions of this Agreement.

**Section F. Performance Evaluations.** See Article 10, Section E.

## **ARTICLE 22 PERSONNEL REDUCTION AND LAYOFF**

**Section A. Procedure.** Elimination means the abolition or FTE reduction of a position held by an ASF Member as provided in this Article. Elimination shall be accomplished by either: i) the personnel reduction of a fixed term, externally funded, or probationary ASF Member, or ii) the layoff of a permanent ASF Member. A layoff of a permanent ASF Member is the reduction of FTE from .75 FTE or greater to less than .75 FTE, or from .74 to .50 FTE to less than .50 FTE, or separation from service. For purposes of this Article, the non-renewal or discharge of an ASF Member will not be deemed to be a personnel reduction or layoff. In the event of a personnel reduction or layoff of ASF Members, the following provisions shall apply.

Subd. 1. Meet and Confer. The President/ designee shall meet and confer with the Campus Association in accordance with the provisions of Article 7, Association Rights, Section B, Subd. 2, regarding circumstances which will lead to the personnel reduction or layoff of members of this bargaining unit. In connection with such duty to meet and confer, available information, statistics, or financial data related to any proposed personnel reduction or layoff, including any anticipated reassignment of duties, shall be made available to the Campus Association at least ten (10) duty days prior to the meeting unless the Association agrees otherwise.

Subd. 2. Advance Notice of Personnel Reduction and Layoff. Written notice of personnel reduction under the provisions of this Article shall be furnished to probationary ASF Members at least ninety (90) calendar days in advance of termination during the first two (2) years of employment, and at least one hundred and eighty (180) calendar days in advance of termination thereafter. ASF Members with permanent status shall receive at least two hundred and seventy (270) calendar days advance notice of layoff. Article 10, Section A, Subd. 2 (d) addresses the notice requirements of externally funded ASF Members, and the rights for those ASF Members are defined solely therein. The Campus Association President shall receive notice of personnel reduction or layoff of any ASF Member in the local unit.

Subd. 3. Order of Personnel Reduction and Layoff. After meeting and conferring with the Campus Association and pursuant to Subd. 1 hereof, the President shall determine the particular department, program or service area in which eliminations are to be made and the specific position or positions to be eliminated. Eliminations shall then be accomplished in the following order:

- (a) If the position(s) identified for elimination are occupied by fixed-term, externally funded or probationary ASF Members, no further action is necessary except to provide required notice to affected employees.
- (b) If the position or positions identified for elimination are occupied by ASF Members with permanent status, and there are fixed-term, externally funded or probationary status ASF Members in the particular department, program or service area occupying positions in the same or lower salary range as the position(s) to be eliminated, that the permanent status ASF Members are qualified to fill, as determined by the President, the fixed-term, externally funded or probationary ASF Member shall be provided the required notice and the permanent status ASF Member reassigned to the position occupied by such ASF Member. The decision of which fixed term, externally funded or probationary ASF Member to retain will be made on the basis of the programmatic needs of the university as determined by the President/designee.
- (c) If there are not sufficient numbers of fixed-term, externally funded or probationary ASF Members in the particular department, program or service area to achieve the number of eliminations necessary, notice of layoff shall be given to the least senior permanent status ASF Member in the same or lower salary range as the position to be eliminated. The ASF Member whose position is to be eliminated will then be reassigned to the position vacated by the least senior permanent status ASF Member, if he or she is qualified as determined by the President. If more than one position is to be eliminated, notice shall be given in inverse order of seniority, and reassignment to resulting vacancies shall be made as indicated above. When such reassignment results in placement in a position in a lower range, it shall be treated as a downgrade under Article 12, Section G.
- (d) If a permanent status ASF Member whose position is being eliminated has thirty-six (36) FTE months in another department, program or service area at a state university, the individual may choose, at the time the decision is made to eliminate the position, to exercise his/her right to move to that department in the individual's current institution. Notice within that department will be given consistent with (b) and (c) above.
- (e) An ASF Member who has received notice of layoff or is scheduled to be reassigned as a result of the individual's position being eliminated, may, during the period between notice and actual layoff, accept, in lieu of layoff or reassignment, a comparable vacancy within the bargaining unit at that university, provided the President has determined that such vacancy is to be filled and that the ASF Member is qualified.

- (f) A permanent status ASF Member may elect to accept a layoff that results in separation from service in lieu of exercising the reassignment right under this Article. The ASF Member must notify the President/designee in writing of the acceptance of layoff within fifteen (15) calendar days from the date the individual was informed that he/she would be reassigned. The ASF Member will be eligible for an Employer contribution toward insurance to the extent provided in Article 13. An ASF Member who elects to accept layoff is not eligible for the Article 12 § O Early Notice Incentive or the Article 16 § E Separation Incentive.

Subd. 4. Calculation of Seniority. For the purpose of this Article, "seniority" shall be defined as continuous employment at the university in positions within the bargaining unit. An authorized leave of absence or sabbatical, pursuant to Articles 15, Section C, 18 or 19 of this Agreement, shall not be deemed an interruption of continuous employment. For purposes of seniority calculation, time on a Sabbatical Leave pursuant to Article 15, Section C will be counted based on the ASF Member's regular appointment as provided in this Subdivision. For purposes of this Section, a full-time ASF Member on a nine (9) to twelve (12) month appointment or a part time ASF Members on a seventy five percent (75%) time or greater appointment for twelve (12) months shall be considered to have accrued one (1) year of seniority. For other part time ASF Member and for first year full time ASF Members whose FTE is less than seventy five (75) percent, the number of months of seniority will be credited based on the FTE of the individual's appointment. If an ASF Member has an assignment in more than one department, program or service area, all seniority will be credited in the one in which the ASF Member is assigned the greatest percentage of time. If the assignment is split equally between more than one department, program or service area, then the President/designee will designate that one in which all seniority will be credited prior to the issuance of the subsequent seniority roster.

If two (2) or more ASF Members have equal seniority, then those with greater length of service in permanent status shall have priority for retention. Should ASF Members still be equal in seniority, then the decision of which person to retain will be made on the basis of ASF Member competence and programmatic needs of the university as determined by the President.

A seniority roster shall be posted by the President/designee on or before November 1 of each year, and a copy of such rosters shall be furnished to the Campus Association President. Grievances concerning the accuracy of the roster must be filed within thirty (30) calendar days of publication of the roster and must be limited to changes made and shown on the most recent roster.

ASF Members on leave status at the time of posting of the seniority roster shall have thirty (30) calendar days after the end of such leave within which to file a grievance. The format of the seniority roster shall be the same for each university.

The rosters shall contain all relevant information necessary to implement this Article, including a notification of any department, program or service area in which the ASF Member has served at least thirty-six (36) FTE months.

Subd. 5. Sabbatical Leave. If an ASF Member had been scheduled for a sabbatical leave or a professional improvement grant under Article 15, Section B, the individual shall not be deprived of the benefit because the ASF Member is subject to layoff.

Subd. 6. Out-of-Order Layoff. In lieu of the provisions in Subdivisions 1 through 5 above, a permanent ASF Member may be laid off upon written agreement of the ASF Member and the President or the President's designee. The layoff shall take effect on a mutually agreeable date as stated in the written agreement. The ASF Member will be eligible for an Employer contribution toward insurance to the extent provided in Article 13. An ASF Member who is laid off under this provision is not eligible for the Article 12 § O Early Notice Incentive, the Article 16 § E Separation Incentive, or the Section B. Recall provisions of this Article.

**Section B. Recall.** ASF Members with permanent status as defined in Article 10 laid-off in accordance with this Article shall have recall rights in the same or similar position within the department, program, or service area from which the individual was laid-off in accordance with the following provisions.

Subd. 1. When the vacant positions are filled, laid-off ASF Members shall be offered reemployment in inverse order of their layoff from the university. In addition, ASF Members with recall rights shall be offered interviews for positions for which they apply and meet the minimum qualifications, as determined by the President/designee, at any Minnesota State institution for a period of six (6) months from their effective date of layoff.

Subd. 2. Persons offered reemployment must accept such offer within fifteen (15) calendar days after such offer, such acceptance to take effect on a date specified by the President which will be not less than forty-five (45) calendar days from the date of the reemployment offer unless otherwise agreed to by the university and the ASF Member.

Subd. 3. Persons who decline offers of reemployment at the same or higher pay range as their previous position waive all rights of recall as established in this Article and shall have their names stricken from the recall list.

Subd. 4. All recall rights established herein shall expire at the conclusion of three (3) years from the effective date of the ASF Member's layoff.

Subd. 5. Layoff List. A list of all ASF Members laid-off within the prior three (3) year period shall be maintained by the System office. The list shall indicate if an individual has recall rights. The Association President shall be provided a copy of the list, and notified promptly of changes.

Subd. 6. Notice of Vacancies to Laid-Off ASF Member. The System office shall notify each individual on the layoff list of any vacancy in the bargaining unit that is being searched by means other than an internal search. This notification may be by U.S. mail or by electronic means. It is the responsibility of the laid-off ASF Member to provide a current address to the System office. Additionally, the Minnesota State employment opportunities bulletin is available at <http://minnstate.edu/jobs>.

**Section C. Accrued Benefits.** An ASF Member who is recalled in accordance with this Article, shall retain all unused sick leave accumulations that were not used in the payment of severance under Article 16. Additionally, the ASF Member's previously earned credits for sabbatical leave will be retained, but the individual shall not accrue any such benefits during the period of layoff.

**Section D. Grievance Procedure.** The decision to implement a personnel reduction or layoff of an ASF Member shall not be considered a termination of appointment or a discharge for cause, and an ASF Member who is reduced or laid-off shall not be permitted to grieve that decision pursuant to the provisions of the grievance procedure. Subsequent to the decision to reduce or lay off ASF Members, an affected ASF Member may grieve violations of the procedures described in this Article.

**Section E. Determination of Department or Program.** Departments, programs, or service areas defined as of the date of execution of this Agreement shall continue to exist unless the President redefines departments, programs, or service areas based upon the needs of the university. Such determinations of the President shall be subject to the meet and confer process specified herein, but not to the provisions of the grievance procedure. Each university shall provide the Campus Association a list of departments, programs, or service areas within sixty (60) calendar days after the execution of this Agreement.

**Section F. Placement Assistance.** The Employer, with the Association, shall select a placement consultant and provide placement services and assistance to any ASF Member who is given notice of layoff and who requests such service.

**Section G. Work during Employee's Notice Period.** Notwithstanding Article 10, Section D, the Employer may immediately change the terms and conditions of employment for ASF Members who have been properly notified of personnel reduction or layoff pursuant to Article 10, Section A, Subdivision 1(d); Article 10, Section A, Subdivision 2(d); or Article 22. For purposes of this Section, terms and conditions of employment does not include salary or the ASF Member's work schedule.



**ARTICLE 23**  
**DISCHARGE, SUSPENSION, AND DISCIPLINARY DEMOTION**

**Section A. Just Cause.** Disciplinary action may be imposed on ASF Members only for just cause. Discipline may include the following, but not necessarily in this order: oral reprimand, written reprimand, suspension without pay, reduction in salary, demotion, and discharge. In lieu of a suspension without pay, the Employer may, at its discretion, require an ASF Member to use accumulated vacation in an amount equal to the length of a suspension up to five (5) days. For purposes of progressive discipline, the required use of vacation in lieu of suspension shall be treated as an unpaid suspension of an equivalent length. To establish just cause in a disciplinary action, the Employer must show that: 1) the ASF Member engaged in misconduct and/or unsatisfactory performance, 2) the ASF Member was provided adequate process, and 3) the level of discipline was appropriate for the offense.

**Section B. Procedures.**

Subd. 1. In the event the President/designee, believes just cause exists for an action as defined in Section A. hereof, the ASF Member shall give written notice (except in the case of an oral reprimand) of the action specifying all the reasons to the affected ASF Member. Any ASF Member who is given notice of discharge by the President/designee may request an opportunity to hear an explanation of the evidence against the individual, and to present their side of the story to the President/designee. The ASF Member may, at the individual's own request, have an Association Representative present at such meeting.

Subd. 2. Investigative Leave. The President/designee may place an ASF Member who is the subject of a disciplinary investigation on an investigatory leave with pay.

**Section C. Right to Grieve.** ASF Members may grieve any action specified in Section A in accordance with the provisions of the grievance procedure through and including arbitration. ASF Member may not appeal oral reprimands to the arbitration step of that procedure.

**ARTICLE 24**  
**HOUSING**

**Section A. Live-in.** An ASF Member may be required by the Employer to live in a university-related facility as a condition of employment.

**Section B. Conversion Prohibited.** An ASF Member living in university-related housing may not convert such housing to any other use or purpose without the explicit, written permission of the university President.

**Section C. Utilities.** All utilities (excluding long distance telephone calls) will be paid by the Employer.

**Section D. Optional Occupancy.** Upon written notification to the President, an ASF Member may elect to retain use of university-related housing during periods when the individual is not required to perform services for the university. In those instances where the ASF Member elects to do so, the following rental rates shall apply for the period of use:

0-599 square feet	\$60.00
600-799 square feet	\$90.00
800-999 square feet	\$120.00
1,000 + square feet	\$150.00

Such rental charges shall be paid on a monthly basis in advance.

**Section E. Board Rates.** ASF Members and their families may arrange to participate in the campus food service program at the same rates charged students.

## **ARTICLE 25 GRIEVANCE PROCEDURE**

**Section A. Definitions.** A grievance for the purpose of this Article is defined as a dispute or disagreement as to the interpretation or application of any specific term or terms of this Agreement.

**Section B. Informal Resolution.** ASF Members are encouraged to attempt to resolve the occurrence of any alleged violation of this Agreement on an informal basis with the employee's designated supervisor, and if the employee so chooses, with the assistance of the Campus Association. If the matter is not resolved to the employee's satisfaction by informal discussion, it shall be settled in accordance with the procedure set forth below.

### **Section C. Grievance Steps.**

**Step I.** If the grievance has not been settled in the informal procedure above, it may be presented by the Association or the employee in writing to the appropriate Vice President/designee within thirty (30) calendar days after the employee or the Association, through the use of reasonable diligence, should have had knowledge of the occurrence that gave rise to the grievance. The written grievance shall set forth the nature of the grievance, the facts upon which it is based, the specific section(s) of the Agreement allegedly violated and the relief requested.

The parties shall, within ten (10) calendar days of the receipt of the grievance, arrange a grievance meeting, unless another timeline for the Step I meeting is mutually agreed upon. The Vice President/designee shall respond in writing to the Association and the employee no later than fourteen (14) calendar days after the Step I meeting.

**Step II.** If the grievance remains unsettled, it may be presented by the Association or the employee in writing to the university President within ten (10) calendar days after the response of the Vice President/designee. The parties shall, within ten (10) calendar days of the receipt of the grievance, arrange a grievance meeting, unless another timeline for the Step II meeting is mutually agreed upon. The President/designee shall respond to the Association and the employee in writing no later than fourteen (14) calendar days after the Step II meeting.

**Step III.** If the grievance is still unresolved after the response of the university President/designee, it may be presented to the Chancellor/designee by the Association or the employee within fifteen (15) calendar days after the response of the President. The parties shall, within ten (10) calendar days of the receipt of the grievance, arrange a grievance meeting, unless another timeline for the Step III meeting is mutually agreed upon. The Chancellor/designee shall respond to the grievance no later than twenty-one (21) calendar days after the Step III meeting.

**Section D. Arbitration Procedure.** If the grievance is still unresolved after the response of the Chancellor/designee the Association may, within fifteen (15) calendar days, serve written notice to the Chancellor/designee of its intent to submit the issue to arbitration. The arbitration proceeding shall be conducted by an arbitrator. The arbitrator shall be selected by mutual agreement of the System office and the Association within fifteen (15) calendar days after the request to select an arbitrator. If the parties fail to mutually agree upon an arbitrator within the said fifteen (15) calendar day period, either party may request the Bureau of Mediation Services to provide a list of seven (7) neutral arbitrators. The representatives of the Employer and the Association shall strike names and the last remaining person shall be the arbitrator. Unless otherwise agreed, a coin will be flipped to determine which party will strike the first name. Expenses for the arbitrator's service and the proceedings shall be borne equally by the Employer and the Association; however, each party shall be responsible for compensating its own representatives and witnesses. If either party cancels an arbitration hearing or asks for a last minute postponement that leads to the arbitrator's making a charge, the canceling party or the party asking for the postponement shall pay this charge. The decision of the arbitrator shall be final and binding upon the parties and the arbitrator shall be requested to issue his/her decision within thirty (30) calendar days after the conclusion of the testimony and argument. If either party desires a transcript record of the arbitration proceedings, it may cause such a record to be made, providing it pays for the record. However, any party ordering a copy of the record shall pay for such copy.

Subd. 1. Other Forms of Alternative Dispute Resolution (ADR). By mutual agreement between the Association and the Chancellor/designee, a grievance may be submitted for mediation before the Bureau of Mediation Services at any time prior to the arbitration hearing. Additionally, by mutual agreement between the Association and the Chancellor/designee, the parties may use any other form of ADR to resolve a grievance prior to the arbitration hearing. Expense for the ADR practitioner's service, if any, and the proceedings shall be borne equally by the Employer and the Association; however, each party shall be responsible for compensating its own representatives and participants. If either party cancels an ADR proceeding or asks for a last minute postponement that leads to the ADR practitioner's making a charge, then the party initiating the cancellation or the postponement shall pay this charge.

**Section E. Arbitrator's Authority.** General Authority. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue or issues submitted to him/her in writing by the parties to this Agreement and shall have no authority to make a decision on any matter not so submitted to him/her. The arbitrator shall be without power to make decisions contrary to, inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The decision shall be based solely upon the arbitrator's interpretation and application of the expressed terms of this Agreement and to the facts of the grievance presented.

**Section F. Time Limits, Extensions and Waiver of Steps.** If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not presented to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last response. If the Employer does not answer within the specified time limits, the union may elect to treat the grievance as denied at that step and timely present the grievance at the next step. By mutual written agreement between the Employer and the Association, the parties may waive Steps I and/or II. The timeline to file at a subsequent step of the grievance procedure begins to run on the day after the waiver is granted. The time limit in each step may be extended by mutual written agreement of the Employer and the Association. In computing any period of time prescribed or allowed by this grievance procedure, the date of the act or event, or default for which the designated time begins to run shall not be included. The last day of the period shall be included, unless it is a Saturday, a Sunday or a legal holiday, in which event the period runs until the end of the next day, which is not a Saturday, a Sunday or legal holiday.

**Section G. General Provision.** All ASF Members of the appropriate unit are free to present grievances in accordance with this Article. In this regard, it is understood that the grievant has the right to be his/her own representative in the processing of a grievance, and the Association shall not interfere with that right.

**Section H. Grievance Processing.** Whenever practicable, the processing of grievances shall be handled during the university's regular work day. ASF Members who are required to participate in the processing of such grievances shall not be subject to a loss of wages

for doing so; however, the number of ASF Members who may participate without loss of wages shall be limited to a maximum of three (3), inclusive of ASF Members who are representatives and/or officers of the Association.

**Section I. Reprisals.** The Employer shall engage in no reprisals or recriminations based upon the filing and pursuit of a grievance, or upon acting as a witness or advocate for a grievant.

**Section J. Scope.** Subject to Article 2 of this Agreement, nothing in this contract shall prevent an employee from pursuing both a grievance under this contract and a Charge of Discrimination, including, but not limited to, those charges of Discrimination brought under Title VII of the Civil Rights Act, the Americans with Disability Act, the Age Discrimination in Employment Act, or the Equal Pay Act.

**Section K. Election of Remedies.** Except as provided in Section J of this Article, if an ASF Member or the union pursues a claim under any statute, regulation, policy, or procedure, the ASF Member or union shall be precluded from processing a grievance under this Article.

## **ARTICLE 26 SAVINGS CLAUSE**

**Section A. Conformance to Law.** If any of the provisions of the Agreement are found by a court or other authority having jurisdiction to be in conflict with or contravene any Federal law or statute, State law or statute, executive order, or any rule and regulation promulgated pursuant to one of the above, such provisions shall be considered null and void and shall not be binding on the parties hereto; in such event, the remaining provisions of this Agreement shall remain in full force and effect. In the event that any provision of this Agreement is thus found to be invalid, either party shall have the right to reopen negotiations on that provision only.

**Section B. Limit on Invalidity.** If any provision or portion of this Agreement is prevented from being put into effect because of applicable legislative actions, executive order or regulation dealing with wage and price controls, then only such specific provisions or portions specified in such decision shall be invalid, the remainder of this Agreement continuing in full force and effect for the term of the Agreement. However, any provision of this Agreement so prevented from being put into effect shall become effective at such time, in such amounts, and for such periods, retroactively and prospectively, as is permitted by law at any time during the life of this Agreement or any extension thereof.

**ARTICLE 27**  
**COMPLETE AGREEMENT AND WAIVER**

**Section A. Complete Agreement.** The Employer and the Association acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the applicable area of collective bargaining, and that the understandings are set forth in this Agreement, and shall constitute the sole Agreement between the parties for the duration thereof.

**Section B. Modification and Repeal.** The Employer agrees to modify or repeal the Governing Rules, Internal Rules, Operating Policies, Administrative Procedures and university constitutions which are in conflict with or are superseded by this Agreement.

**ARTICLE 28**  
**DURATION**


**Section A. Effective Dates.** Except as otherwise provided herein, this Agreement shall become effective upon signing and shall remain in full force and effect through the 30th day of June 2021.

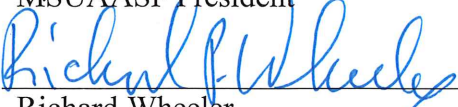
**Section B. Legislative Action.** In the event that any provision of this Agreement requires legislative action to become effective, including, but not limited to, amendment of existing statutes, the adoption of new legislation, or the granting of appropriations, that provision shall become effective only if such legislative action is taken. Should any legislative action be required pursuant to this Section, the Employer and the Association agree to cooperate in any effort to secure legislative approval.

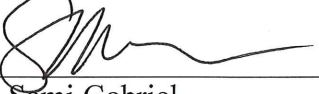
**Section C. Renewal and Reopening.** This Agreement shall automatically renew itself from biennium to biennium thereafter unless, not later than January 1<sup>st</sup> of the year of the expiration of the then current term of Agreement, either party shall serve written notice on the other of its desire to terminate, modify, or amend this Agreement.

FOR THE ASSOCIATION:

Minnesota State University of  
Administrative and Service Faculty

  
\_\_\_\_\_  
Tracy Rahim  
MSUAASF President  
Date 11/22/19

  
\_\_\_\_\_  
Richard Wheeler  
State Grievance Officer  
Date 11/22/19


  
\_\_\_\_\_  
Sami Gabriel  
President/Business Agent  
Teamsters Local 320  
Date 11/22/2019


Team Members:


- Stephanie Bard, Bemidji
- Shirley Murray, Mankato
- Carolyn Nelson, Mankato
- Stanley Hatcher, Metropolitan
- Dana Hanson, Moorhead
- Josh Lease, St. Cloud
- Jim Tate, Southwest
- Rick Pospichal, Winona


FOR THE EMPLOYER:

Minnesota State

  
\_\_\_\_\_  
Devinder Malhotra  
Chancellor  
Date

  
\_\_\_\_\_  
Eric Davis  
Vice Chancellor of Human Resources  
Date 22 Nov 19

  
\_\_\_\_\_  
Christopher Dale  
Senior System Director for Employee  
Relations  
Date 11/22/19

  
\_\_\_\_\_  
James G. Jorstad  
Director of Labor Policy and  
Administration  
Date 11/22/19

  
\_\_\_\_\_  
Ann Elizabeth (Betsy) Thompson  
Director of Labor Policy and  
Administration  
Date 11/22/19

**MINNESOTA MANAGEMENT AND  
BUDGET (MMB):**

(For purposes of Article 13, Insurance)

  
\_\_\_\_\_  
Myron Frans  
Commissioner  
Date 11/26/19

Team Members:

- Megan Zothman, Bemidji
- Bobbie Anderson, Metropolitan
- David Jones, Mankato
- Jean Hollaar, Moorhead
- Judith Siminoe, St. Cloud
- Nancy Olson, Southwest
- Denise McDowell, Winona
- Chris Halling, System Office
- Derek Hughes, System Office
- Matt MacInnes, System Office

**APPENDICES**

**APPENDIX A**

-----  
**IN THE MATTER OF A PETITION FOR  
CLARIFICATION OF AN APPROPRIATE  
UNIT**  
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**June 5, 1992**

Inter-Faculty Organization, St. Paul, Minnesota  
-and-  
Minnesota State University System, St. Paul, Minnesota  
-and-  
Minnesota State University Association of Administrative and  
Service Faculty, Mankato, Minnesota

BMS Case No. 92-PCL-2142

PREPARED BY: Janet L. Johnson,  
Representation Specialist

**UNIT CLARIFICATION ORDER**

**INTRODUCTION**

On May 26, 1992, the State of Minnesota, Bureau of Mediation Services (Bureau), received a Letter of Understanding, signed by Ms. Mary Hickerson, President, on behalf of the Inter-Faculty Organization, St. Paul, Minnesota (IFO); Mr. Richard Wheeler, President, on behalf of the Minnesota State University Association of Administrative and Service Faculty, Mankato, Minnesota (MSUAASF); and Mr. Craig M. Ayers, Associate Vice-Chancellor, on behalf of the Minnesota State University System, St. Paul, Minnesota (Employer).

**STIPULATION OF THE PARTIES**

As evidenced by the signing of the Letter of Understanding, the parties agree to abide by the criteria outlined in the Letter of Understanding (attached hereto) in determining the proper bargaining unit assignment of employee classifications under Minn. Stat. 179A. 10, subd. 4.



**FINDINGS AND ORDER**

1. The Stipulation of the Parties is appropriate.
2. The Bureau shall use the agreed to standards in processing unit clarification requests under Minn. Stat. 179A.10, subd. 4.

**STATE OF MINNESOTA**  
Bureau of Mediation Services

**PETER E. OBERMEYER,**  
Commissioner

JLJ

cc:  
Mary Hickerson  
Craig Ayers  
Nancy McClure  
Richard Wheeler

**Letter of Understanding**

**MINNESOTA STATE UNIVERSITY SYSTEM**

**Unit Determination Criteria - Typical Position Duties**

**IFO/MSUAASF/EXCLUDED within MSUS**

**The parties hereto have entered into the following letter of understanding as a means of providing guidance in determining the proper bargaining unit for placement of certain positions.**

**Purpose**

These criteria provide a method to determining which unit is the primary unit when positions are a mixture of significant portions of work found in 2 or more units. They are not intended to modify the unit threshold requirements for inclusion in a bargaining unit found in Minnesota statutes, 179A.03, Subd. 14, "Public Employee".

**Basic Duty Statement**

**IFO**

Their primary duties involve classroom teaching for credit generation, academic librarian tasks, academic counseling and academic advising (as defined below).

**MSUAASF**

Their primary duties include administration and service functions to students, the university, and the community.

**Counseling**

**IFO**

Personal counseling  
Psychological counseling  
Psychiatric counseling

**MSUAASF**

Counseling administration  
Counseling Center management

**Advising**

**IFO**

Academic discipline related advising.  
Academic discipline progress advising.

**MSUAASF**

Non-academic discipline related advising  
Transfer advising

Academic discipline degree completion advising.

Interpretation and Application of established policy and procedure in advising.

Requirements for majors, minors, and graduation in an academic discipline advising.

### **Credit Generation/Teaching**

#### **IFO**

Positions in which State of Minnesota Department of Education teacher licensure or certification is required.

Positions which involve direct classroom teaching of fourteen (14) quarter hour credits per academic year.

Teaching that generates credit hours.

Evaluation of satisfactory completion of an internship or practicum that is for credit.

#### **MSUAASF**

In service and skills teaching that is offered for no academic credit.

May supervise a student in the completion of an internship or the Practicum.

### **Tutoring**

#### **IFO**

Direct tutoring of student on an academic subject area.

#### **MSUAASF**

Tutoring administration and Management.

Tutoring of skills that are not related to a specific academic discipline.

### **Grants/Research**

#### **IFO**

Research related to an academic discipline.

Administration of grants related to an academic discipline

#### **MSUAASF**

Research not related to an academic discipline.

Grants related to administrative or service functions.

University research department Administration and management.

**Coaching**

**IFO**

**MSUAASF**

All coaching responsibilities

**Workload**

**IFO**

**MSUAASF**

Normally defined in credit hours or equivalent for non-instructional academic work.

Normally defined in months or duty days.

Normally work an academic year.

Normally work a fiscal year.

**Service**

**IFO**

**MSUAASF**

Services that are discipline related teaching functions.

Provide direct services that are non-teaching and are not related to a particular academic discipline.

**Administration**

**IFO**

**MSUAASF**

Duties that contain functions which are an integral part of the academic department or program.

Budget control.

May supervise staff other than IFO not to exceed forty-nine. (49%) of the position duties.

Personnel management and supervision of staff other than Excluded management and confidential staff.

May include budget coordination of an academic department or program not to exceed forty-nine percent (49%) of the position duties.

Plan, direct, and management of support department or programs.

Manage university compliance with applicable laws and regulations.

**Excluded Administrators & Excluded Professionals**

Subject of the 51% rule, positions shall only be excluded administrative or excluded professional if:

**Excluded Administrator:**

1. The position meets the managerial test in Minnesota Statutes 43A.02, Subd. 28: "...those positions designated pursuant to section 43A.18, subdivision 3 as being accountable for determining, securing and allocating human, financial, and other resources needed to accomplish objectives. Positions in this category also are accountable for determining overall objectives, priorities, and policies within a program area. Higher level positions in this category handle significant and involved relationships with governmental leadership. Incumbents of these positions have the authority to exercise discretionary powers on a regular basis," and
2. The position creates or formulates, influences or manages policy or directs the enterprise, and
3. The position is responsible for making key operating decisions high up in the enterprise on an on-going basis, or specifically delegates them to others responsible to the position, and
4. The position does not devote significant amounts of time to approving leave, administering work schedules, or directing work procedures and regimens, or
5. The position is responsible for deciding or making administrative recommendations for tenure, promotion, non-renewal or permanency status of faculty and/or administrative and service faculty, or
6. The position manages academic and administrative and service faculty labor and employee relations.

**Excluded Professional:**

1. The position reports directly to the President or Chancellor, or to a Vice President, Associate or Assistant Vice President, Deputy or Vice Chancellor or Associate Vice Chancellor, Dean or Provost, and provides confidential advice to the Board, the Chancellor, the President or Provost, and serves on the system or, campus management team performing duties which involves significant discretion and substantial involvement in the development, interpretation and implementation of academic policy, and requires loyalty and compatibility with the-Chancellor, President or Provost

**Implementation**

These Unit Determination Criteria shall not result in the removal of any current employee from his/her current Unit assignment, but shall be used to determine unit placement upon replacement of any position after adoption of these criteria by the Minnesota Bureau of Mediation Services.

**Assignment of Duties from Another Unit**

Employees of the unit represented by IFO or by MSUAASF, administrator and excluded professional unit, or the excluded, may be assigned duties that would normally be assigned to employees in another unit. If the non-primary unit assigned duties exceed forty-nine percent (49%)

of the position duties, then the position shall be reviewed by the two units involved and the Chancellor's Office representative to determine whether duties should be removed or percentages assigned reduced, or whether it should be placed in another unit.

As position duties get close to the forty-nine percent (49%) limit, a position will be re-evaluated to make sure that the position is assigned to the appropriate bargaining unit.

Every position must specifically state at least fifty-one percent (51%) of the duties that would place the position within a single bargaining unit.

**No Waiver**

None of the parties to this Agreement have in any way waived the right to request unit clarification or other action from the Minnesota Bureau of Mediation Services on any single position or positions to which the agreed-upon criteria is applied. Each party expressly reserves the right to challenge factual determinations relative to these criteria.

In Witness Thereof the Parties have set their Hands this \_\_\_\_\_ day of \_\_\_\_\_, 1992.

**FOR the IFO:**

**FOR MSUAASF:**

\_\_\_\_\_  
Mary Hickerson, President                      Date

\_\_\_\_\_  
Richard Wheeler, President                      Date

**FOR the MSUS:**

\_\_\_\_\_  
Craig M. Ayers, Associate Vice Chancellor                      Date

**BUREAU OF MEDIATION SERVICES  
REPRESENTATION CASE – REPORT/COVER SHEET**

**Case No. 92-PCL-2142  
Date of Petition 5-25-92  
Date Received 5-26-92**

**Name of Petitioner: Inter-Faculty Organization**

**Address: 412 Sherburne Ave., St. Paul, MN 55103 Phone: (612) 227-9541)**

**Name of Representative: Mary Hickerson, President**

**Address: Same as above**

**Name of Other Party: State University System**

**Address: 555 Park St., Ste 230, St. Paul, MN 55102 Phone: (612) 296-2844**

**Name of Representative: Craig Ayers, Assoc. Vice Chancellor**

**Address: Same as above**

**Other Parties cc: Richard Wheeler, President**

**MN State Univ Assn Admin & Service Faculty  
MS Box 30  
Mankato, MN 56002-8400  
507-389-1011**

**Nancy McClure, Deputy Commissioner  
State of MN – DOER  
200 Centennial Office Bldg.  
658 Cedar St.  
St. Paul, MN 55155  
612-296-2516**

**Addendum: The Parties recognize that the current Personnel Plan for MnSCU Administrators does not provide an appointment category for Excluded Professionals.**

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# INDEX

## A

Academic Freedom.....	2
Access to information.....	6
Accidental death.....	39, 53, 54, 58
Accrual.....	18, 19, 68, 71, 73, 74, 77
Acting.....	4, 11, 14, 23, 28, 80, 81, 92
Acting assignment.....	4
Acting or interim assignment.....	28
Active payroll status.....	43
Add coverage.....	41, 44
Additionally assigned responsibilities.....	27
Adjustment.....	26, 32
Adoption.....	34, 41, 53, 75, 93, 100
Adoption leave.....	75
Alternative Dispute Resolution (ADR).....	91
Annulment.....	41
Appointing Authority.....	19, 44, 52
Appointment period.....	10, 15, 32, 64, 66
Appointment year.....	13, 15, 61, 64, 73
Arbitration.....	12, 14, 88, 90, 91
Assignment.....	9, 17, 19, 20, 27, 50, 70, 85, 95, 100
Association meetings.....	9
Association President ..	6, 8, 9, 14, 19, 20, 61, 79, 81, 83, 85, 87
Authorized leave.....	85
Authorized representatives.....	7

## B

Balancing hours.....	18
Bargaining unit member.....	7
Base pay.....	16
Basic.....	33, 36, 37, 39, 43, 44, 53, 55, 97
Benefit Level.....	39, 40, 44, 45, 46, 49, 51
Bereavement leave.....	74, 75
Birth.....	35, 41, 56, 74, 77
Bulletin boards.....	7
Bureau of Mediation Services (BMS) ..	1, 2, 51, 91, 95, 96, 100, 101

## C

Calculation.....	13, 63, 71, 85
Calendar days.....	5, 6, 10, 11, 12, 14, 32, 39, 43, 56, 57, 75, 83, 85, 86, 87, 89, 90
Call back.....	30
Campus.....	3, 6, 7, 9, 14, 15, 19, 20, 29, 32, 59, 60, 61, 66, 67, 79, 81, 83, 85, 87, 89, 100
Cancel coverage.....	41

Career step.....	31
Certificate of Coverage.....	33
Change coverage.....	41
Child(ren) ....	11, 34, 35, 36, 41, 56, 62, 74, 75, 77
Classroom teaching.....	2, 28, 97, 98
COBRA.....	42
Coinsurance.....	44, 46, 47, 48
Committee.....	20, 29, 51, 52, 53, 54
Compensation..	18, 19, 22, 23, 27, 28, 31, 66, 67, 74
Compensatory time.....	17, 18, 19, 38
Computation.....	13, 14, 63
Condition of employment.....	59, 88
Consolidated position.....	31
Continuous service.....	68, 69
Contribution ....	25, 26, 34, 35, 36, 37, 38, 39, 40, 53, 60, 64, 65, 66, 85, 86
Coordination.....	51, 99
Court related leaves.....	75
Credit for prior service.....	71

## D

Death ...	34, 36, 41, 53, 56, 57, 58, 62, 63, 71, 74, 75
Deductible.....	34, 46, 47, 48, 50, 55
Deduction(s).....	5, 64, 70
Demotion.....	14, 23, 24, 88
Dental plan.....	39, 40, 41, 42, 44, 54, 55
Department.....	17, 26, 60, 61, 82, 83, 84, 85, 86, 87, 99
Dependent ..	17, 32, 34, 35, 36, 37, 39, 41, 42, 43, 44, 50, 62
Dependent(s).....	34
Designated supervisor.....	89
Determination.....	62, 87, 97, 100
Disability ..	1, 33, 34, 35, 37, 42, 43, 51, 53, 56, 57, 58, 71, 72, 74, 92
Disability coverage.....	57
Discharge.....	14, 15, 16, 68, 83, 87, 88
Disciplinary action.....	88
Disciplinary investigation.....	88
Discipline.....	12, 13, 15, 88, 97, 98, 99
Discretion.....	5, 9, 13, 20, 28, 29, 33, 52, 62, 75, 77, 79, 80, 88, 100
Divorce.....	36, 41
Downgrade.....	23, 24, 84
Dues.....	5



## ***E***

Early Notice Incentive.....	32, 85, 86
Effective date of coverage..	39, 42, 43, 55, 56, 57
Election change .....	40
Election judges .....	75
Election of remedies.....	92
Eligibility 18, 33, 36, 37, 38, 39, 41, 42, 44, 65, 66	
Elimination.....	6, 12, 31, 83, 84
Emergency leave .....	75
Employee contribution.....	40
Employer contribution .....	36
Employer rights .....	9
Ethical standards .....	81
Evaluation.....	4, 6, 9, 14, 16, 20, 98
Exceptional Achievement Incentive Program..	24, 25
Exclusive representative.....	1, 51, 52
Extended leave .....	77, 78
Extensions.....	91
Externally funded ..	11, 12, 13, 33, 37, 63, 64, 73, 83, 84

## ***F***

Family and Medical Leave Act (FMLA).	38, 41, 59, 65, 76, 77, 78
Fixed-term .....	10, 11, 13, 15, 68, 72, 84
Flexible work schedule .....	17
FLSA exempt ASF members.....	17
FLSA non-exempt ASF members.....	16
Food service program.....	89
Formula .....	38, 39
Full-time ..	6, 15, 34, 41, 60, 62, 71, 72, 73, 82, 85

## ***G***

General leaves .....	76
Graduate.....	25
Grandchild(ren) .....	35
Grievance..	1, 7, 12, 13, 14, 31, 32, 62, 65, 79, 80, 85, 87, 88, 89, 90, 91, 92
Grievance steps .....	89
Group health .....	36, 42
Group insurance .....	33, 34, 35, 36, 42, 44, 52, 62

## ***H***

Health Care Savings Plan (HCSP) .....	64
Health insurance.....	34, 42, 66
Health plan administrator .....	39
Hearing .....	51, 90, 91
Holidays .....	66
Honorarium .....	28, 29
Housing.....	59, 88, 89

## ***I***

Incentive .....	24, 25, 32, 63, 65, 74, 85
Inherent rights .....	9
Initial enrollment period.....	40
Interim .....	4, 11, 14, 23, 28, 80
Interim assignment.....	4
Intermittent .....	12, 68
Internal search .....	79
Interruption of continuous employment....	68, 85
Interview.....	79, 86
Investigative leave .....	88

## ***J***

Judgments, decrees or order(s).....	34, 41
Just cause.....	12, 13, 88

## ***L***

Lateral movement .....	23, 24
Laws .....	1, 36, 91, 99
Layoff 6, 14, 16, 19, 36, 37, 38, 43, 58, 59, 63, 68, 71, 78, 79, 80, 83, 84, 85, 86, 87	
Layoff list .....	87
Leave of absence ...	11, 38, 41, 43, 58, 62, 69, 71, 75, 76, 77, 78, 82
Leave status .....	85
Legal counsel .....	81
Legal marital status.....	41
Legal separation.....	36, 41
Length of service.....	68, 70, 71, 85
Life events.....	41, 42
Life insurance.....	43, 53, 54, 55, 56, 57
Limited appointment .....	15, 68
Live-in .....	15, 88
Lock-Outs.....	9
Long-term disability coverage .....	57

## ***M***

Maintenance of Benefits .....	78
Management responsibilities .....	9
Management rights .....	9
Marriage .....	41
Medicaid .....	42
Medicare.....	34, 36, 42, 44
Meet and confer 4, 5, 6, 8, 16, 19, 28, 29, 32, 51, 52, 60, 67, 83, 87	
Military leave .....	75
Minnesota Advantage Health Plan .....	44
Minnesota Statutes .....	3, 74, 75, 81, 100
Misconduct .....	36, 80, 88
Moving expense.....	33
Mutual agreement.....	18, 79, 90, 91

Mutually acceptable .....6, 43

## **N**

Non-certification .....68  
Non-renewal ..... 11, 12, 13, 14, 15, 68, 83, 100  
Non-Representational capacity .....8  
Normal work period .....17  
Notice of layoff .....79  
Notice of vacancy(ies) .....79, 87  
Notification ..... 6, 16, 40, 86, 87, 89  
Notification of appointment.....15

## **O**

Offense .....88  
On-Call .....30  
Open enrollment ... 32, 40, 42, 43, 44, 45, 47, 51, 58  
Optional life and disability coverages.....43  
Oral reprimand .....88  
Out-of-Order Layoff.....86  
Outside employment.....81

## **P**

Paid parental leave .....76  
Parental leave.....78  
Part-time..... 15, 18, 41, 42, 61, 69, 73  
Part-time scheduling .....18  
Pay period..... 38, 64, 68, 70, 71, 72, 73  
Payment option .....32  
PELRA.....3  
Performance ..... 3, 7, 14, 25, 27, 81, 88  
Performance evaluation(s) .....14, 16  
Permanent status .. 12, 13, 14, 78, 80, 83, 84, 85, 86  
Permanent work .....40  
Personal leave .....75  
Personnel.....3, 4, 6, 9, 12, 14, 63, 83, 87, 99, 102  
Personnel files .....4  
Personnel reduction ..... 11, 68, 83  
Placement assistance .....87  
Position .....2, 4, 10, 11, 13, 14, 15, 17, 18, 19, 20, 23, 24, 25, 26, 27, 28, 31, 39, 60, 65, 70, 71, 78, 79, 80, 81, 82, 83, 84, 86, 99, 100, 101  
Position description .....2, 20  
Position evaluation .....20  
Position reevaluation.....20  
Position requirements .....14  
Posting .....85  
Postponement .....90, 91  
Pre-Tax Expense Account .....32  
Previous position ..... 78, 80, 86

Probationary .... 11, 12, 13, 14, 15, 36, 37, 63, 64, 71, 72, 83, 84  
Procedure 1, 7, 12, 13, 14, 16, 31, 32, 52, 59, 62, 67, 79, 80, 83, 87, 88, 89, 91, 98  
Proceedings .....2, 81, 90, 91  
Professional development .....8, 9, 60  
Professional Development Fund(s)..... 59  
Professional Excellence Award ..... 30  
Professional improvement .....60, 86  
Professional Improvement Fund(s) .....59, 60  
Program ... 6, 9, 17, 25, 26, 27, 33, 34, 35, 36, 42, 44, 47, 52, 53, 60, 61, 64, 74, 83, 84, 85, 86, 87, 99, 100  
Programmatic needs.....62, 84, 85  
Progressive discipline ..... 88  
Promotion..... 23  
Public Employment Labor Relations Act (PELRA) .....1, 3

## **Q**

Qualifications.....14, 79, 86  
Qualified Medical Child Support Order (QMCSO) ..... 36

## **R**

Range 6, 11, 15, 20, 23, 24, 27, 28, 78, 80, 84, 86  
Reappointment..... 65  
Reassignment ..... 20, 23, 24, 83, 84, 85  
Recall .....86, 87  
Reduction6, 12, 14, 32, 36, 51, 58, 63, 68, 70, 83, 87  
Reduction in salary ..... 88  
Reemployment .....65, 86  
Reevaluation..... 20  
Reevaluation to a lower range.....23, 24  
Regular school year ..... 38  
Reinstatement ..... 71  
Release time .....7, 8, 52, 53  
Religious holiday..... 67  
Rental charges .....15, 89  
Reopening..... 93  
Repayment of credited sick leave..... 74  
Representational capacity ..... 8  
Residence..... 15, 39, 40, 41, 49, 50  
Retirement/Separation  
Early Notice Incentive .....32, 85, 86  
Health Care Savings Plan (HCSP).... 53, 63, 64, 65, 66  
Separation Incentive .....65, 85, 86  
Severance pay .....63, 64, 65, 73, 87  
Supplemental Retirement ..... 32  
Vacation Separation Payment ..... 64

Retraining .....	62
Retraining leave.....	62
Return from leave.....	78
Return to work .....	43, 79
Right to grieve .....	88
Right to return to the unit.....	80
Roster .....	85
Rules .....	38, 40, 42, 91, 93

## **S**

Sabbatical leave.....	38, 60, 61, 62, 85, 86, 87
Salary market adjustment .....	32
Salary placement .....	23
Salary savings leave .....	79
Savings.....	38, 64, 65, 79
Scheduling compensatory time .....	19
Search committee(s) .....	81
SEGIS .....	33, 56
Seniority.....	77, 78, 84, 85
Seniority roster.....	85
Separation . 32, 33, 34, 53, 63, 64, 65, 66, 71, 83, 85	
Separation incentive.....	65
Separation payment .....	71
Service area .....	17, 40, 48, 49, 61, 83, 84, 85, 86
Service credit .....	71
Severance eligibility.....	63
Short-term disability.....	57
Sick and vacation leave balance .....	76
Sick leave 9, 12, 18, 38, 43, 61, 62, 63, 65, 70, 71, 72, 73, 74, 75, 87	
Special Initiative Award .....	29
Special probation.....	14
Spouse ..34, 35, 36, 41, 49, 56, 57, 58, 62, 74, 75, 77	
Strike or lockout .....	41
Strikes .....	10
Subcontracting .....	32
Summary of Benefits .....	33
Supervisor.....	14, 16, 17, 18, 20, 29, 60, 61
Supplemental Retirement .....	32
Supplemental Retirement Account .....	32
Suspension.....	88
Suspension without pay .....	88
System 2, 6, 9, 23, 29, 52, 53, 71, 79, 82, 95, 100, 102	

## **T**

Terminal Degree .....	29
Terminated .....	14, 36, 80
Termination .....	11, 12, 15, 19, 36, 41, 42, 83, 87

Time limits .....	91
Travel reimbursement .....	59
Tuition.....	53, 62
Tuition reimbursement.....	52, 62
Tuition waiver .....	62

## **U**

Unemployment insurance .....	81
Unit Determination.....	2
Unpaid leave .....	69, 76, 77, 78, 79

Unpaid leave of absence.....	38, 41, 43, 58, 71
Unpaid leave or layoff .....	58
Unpaid union leave.....	78
Use of facilities .....	7

## **W**

Waiver .....	53, 56, 61, 62, 86, 91
Witnesses .....	75, 90, 92
Work on designated holiday.....	67
Work schedule .....	16
Workers' compensation .....	33, 37, 38, 51, 74
Working day.....	38
Workload .....	8, 33, 36, 37, 99
Work-related injury .....	33, 37
Written notice ... 3, 10, 12, 13, 15, 80, 83, 88, 90, 93	
Written reprimand.....	88

Master Agreement Between the  
Minnesota State Colleges and Universities  
Board of Trustees and the  
Minnesota State University Association  
of Administrative and Service Faculty  
2019-2021



**MINNESOTA STATE**

For alternative format contact:  
Ann Maile, Labor Relations  
Minnesota State  
at 651.201.1842 or email [ann.maile@minnstate.edu](mailto:ann.maile@minnstate.edu)

An Equal Opportunity Employer and Educator