

Meet and Confer
September 28, 2001

UNOFFICIAL NOTES DISCLAIMER:

These notes are not minutes but are general in nature

- Continuing Business Items: The Chancellor expressed his concern for the items that are continuing to be on the IFO's M&C agenda. He asked, "How we can get these items off the list?"
- Akita MOA: There will be no more new money allocated to the Akita project. MnSCU stated that they are trying to wind this project down. The IFO requested that MnSCU draft a Memorandum of Agreement that would permit Akita a 30-day extension (deadline November 1, 2001) to deal with their proposal to adjust the cost-of-living salary supplement adjustment and use the savings for retention of all current Akita faculty for the academic year 02-03. MnSCU said that they would fax us a Memorandum of Agreement draft today to offer a 30-day extension. MnSCU stated that it was too late to intercede the notices that have already been mailed, and did not think there was any problem to extend the deadline. Akita needs to be careful not to waive or relinquish any rights they currently have. It is the IFO's intention that Akita faculty be treated with dignity.
- Salary Review Consultant: MnSCU agreed that the salary review process is complete and now are ready to proceed with hiring the consultant. The contract is currently being drafted and will be sent out within the next 2-3 weeks.
- Grievances: Great concern was expressed at the time it is taking to resolve grievances (16 currently). The IFO asked the Chancellor how MnSCU plans to remedy this backlog. MnSCU stated that they recently began tracking grievances. The Chancellor was equally concerned and asked that the IFO's labor representative meet with the MnSCU representative and they would go over the grievance list and set time line goals as to when these grievances can be resolved. This should be completed within the next 30 days and a report is to be given. The extensive list of issues/grievances was discussed. One campuses grievances are over ½ of the grievances currently in the system. The Chancellor asked, "Who is holding this up?" The IFO stated that both parties are partially to blame. MnSCU stated that they would like to look at the grievances individually and see if they can be resolved on a campus level. MnSCU feels that this one campus has a disproportionate number of grievances, which are not conducive to a traditional contractual approach in an attempt towards resolution, rather they are deeper. The Chancellor asked if we could take a step toward addressing the campus' systemic problems within the next 30 days. The IFO felt that to do this we need to gather a FA representative, a system person, a MnSCU representative and it would also be beneficial to have a Multicultural Issues Committee representative or a special interest group representative involved. At that meeting there would be an open forum at which time options would be identified.
- 1B.1.1: It was stated that MnSCU has sent out an addendum to the 1B.1.1 procedure to the campuses. It is assumed, by the IFO representatives, that

because this addendum is not physically attached to the book of procedures that it has been overlooked and is not making any impact on the campuses. MnSCU suggested that another addendum along with a letter should be sent again but this time it should come from the Chancellor himself.

- Gender Equity Lawsuits: The IFO team expressed its frustration with the lack of action that has been taken from MnSCU. An MIC representative and the IFO expressed that there has been no action taken from MnSCU in regards to the last MIC meeting. IFO and MnSCU will get together and discuss moving forward. The Chancellor feels that we can all agree that communication is poor. He feels this is an enormous challenge to get all the new Minnesotians we have, from all different cultures, unified and together.
- Intellectual Properties Proposal: The IFO President had a chance to talk to MnSCU rep and is OK with where things are currently.
- Special Note by the Chancellor: The MnSCU central office has diminished in size from 318 to 303. Positions are not being refilled.
- Mediation Project: MnSCU said that they are in the process of identifying campus coordinators. After the selection, they will be trained (hopefully this will be completed within the next month). After the training, a memo will go out on the campuses asking for mediators. Typically these campus coordinators are HR Director and/or Vice President positions. This is an additional duty added to their job description. MnSCU and IFO reps will be talking.
- Failed Faculty Searches: The Chancellor would like a detailed report.
- Collegiality: The IFO asked MnSCU how they define this term. This term is apparently being used in the professional development plan in a derogatory and inappropriate manner, and tends to be directed more towards women. If this is not defined, it may be construed as discriminatory. The Chancellor would like this term defined within the negotiation sessions.
- Transfer of Credits: The Chancellor has heard that the majority feels the current system does not work. MnSCU apologized to the IFO for the imposition caused for not informing us of this test pilot. The test pilot was successful. The Chancellor wants the IFO and MnSCU to come together on this. MnSCU feels they can compromise with the IFO. The IFO outlined suggestions on this subject and sent it to MnSCU.
- AFSCME/MAPE Strike: The IFO shared some of the major concerns we are having on our campuses. The Chancellor expressed his bewilderment as to why DOER is sending letters directly to the faculty. He stated that faculty are to continue doing what they have always done and not to take on responsibilities of a AFSCME/MAPE (therefore rendering the AFSCME/MAPE position meaningless) worker unless it is under an extreme circumstance (or an emergency) where it would interfere with providing the faculty's regular instructional services to their students. Student workers are also not expected to take on any additional duties, but may be expected, for example, to work 20 hours per week whereas they would have only worked 15 hours per week. But these additional 5 hours of work would not include additional duties regularly performed by a AFSCME/MAPE worker. MnSCU confirmed that faculty are able to take personal leave days during the strike. The IFO inquired of MnSCU if

it was their intent to support the hiring of additional staff members to fill AFSCME/MAPE duties. The Chancellor responded, "No, it is not our intent." MnSCU asked the campuses to develop a plan. But, if functions absolutely NEED to be completed in order to provide service to the students, then in that emergency situation an outside contractor can be hired.

Meeting began at 10:50 and adjourned at 1:20pm.