

LETTER OF UNDERSTANDING
Between the
Inter Faculty Organization
and the
Minnesota State Colleges and Universities

This Letter of Understanding (LOU) is made and entered into by and between the Minnesota State Colleges and Universities (Minnesota State) and the Inter Faculty Organization (IFO), collectively referred to the “parties,” for the purpose of modifying provisions in the 2019-2021 collective bargaining agreement (IFO Agreement) regarding the use of sick leave.

WHEREAS, since on or about March 13, 2020, the State of Minnesota and Governor Tim Walz issued Executive Order 20-01 and declared a peacetime emergency in the State of Minnesota related to the COVID-19 pandemic and the spread of the related disease; and

WHEREAS, the aforementioned COVID-19 pandemic has generated a large number of Employer policies, procedures and instructions to the State of Minnesota workforce in an effort to curb the spread of the disease and mitigate the adverse effects of the pandemic to the State’s workforce; and

WHEREAS, despite the end of the declared peacetime emergency, the COVID-19 virus continues to cause wide-spread infection and disease; and

WHEREAS, Minnesota State continues to implement mitigation policies, procedures and instruction in an effort to curb the spread of the COVID-19 virus and ameliorate resulting adverse consequences to the Minnesota State workforce; and

WHEREAS, one area of particular concern to the IFO and Minnesota State is that some faculty members have minor children less than 16 years of age in need of parental supervision who need to quarantine at the direction of the child’s/children’s school or child care provider consistent with Centers for Disease Control and Prevention (“CDC”) and/or Minnesota Department of Health guidelines due to COVID-19 exposure, but who are not ill; and

Now Therefore, the parties hereto, acting through their respective agents, do hereby stipulate and agree as follows:

1. The parties agree an expansion of the sick leave benefit provided in Article 17, Section A, of the IFO Agreement will be implemented across all seven state universities as follows:

Effective July 1, 2021, faculty members will be permitted to use their accrued and available sick leave when the faculty member is unable to telework and is required to be at home to provide parental supervision for minor children under that age of 16 who are required to quarantine at the direction of the child’s/children’s school or child care provider consistent

