

MSCF Grievance Report

Active Grievances as of 7/21/2017

Grievance #	Chapter			
Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
AN-13-07	Anoka Tech (AN)	Class Action on Behalf of all MSCF Counselors	Anoka Tech is assigning faculty counseling work to non-faculty staff members.	Anoka Tech will hire an additional counselor and insure that all at risk students are seen by a faculty counselor. MnSCU will reach and maintain a ratio of 1 counselor to 300 FYE students
Chip Dykstra	11 - Work Assignment			
AN-14-01	Anoka Tech (AN)	MSCF Anoka Tech Chapter	The college is assigning overload to TPT.	The college will stop assigning overload to TPT.
Chip Dykstra	20 - Appointments and Credential Fields			
CE-16-02	Century (CE)	Carrie Colonna	The college is paying fewer contact hours than the grievant is working.	
Chip Dykstra	11 - Work Assignment			

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CE-16-03	Century (CE)	Carrie Colonna	Seeking backpay for the same issue in CE-16-02	
Chip Dykstra	13 - Wages			
CE-17-01	Century (CE)	Kelly Donohue	The college is requiring credentialing above that stipulated through the JCC.	Assign work based on credentialing standards
Chip Dykstra	11 - Work Assignment, 20 - Appointments and Credential Fields			
CE-17-02	Century (CE)	XXXX	College has refused to provide reasonable accommodations for temporary disability	Assign appropriate work to the grievant
Chip Dykstra	11 - Work Assignment, 14 - Leaves of Absence With Pay			
CE-17-03	Century (CE)	Laura Littleton & Kerry Bellis	The college is assigning RADT instructors internships rather than Professional Accreditation Assignment	Assign and pay IAW contract language for Professional Accreditation Assignment
Chip Dykstra	11 - Work Assignment			

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HI-14-02	Hibbing (HI)	Bill Heider	MnSCU issued a layoff rescission letter to Mr. Heider, and stated in the letter that due to the action of the rescission his retraining rights would end.	The college shall follow the retraining language under article 22 and will pay Mr. Heider 6 credits for his summer portion of his retraining rights.
Kari Ann Cruz	22 - Layoff and Faculty Transfers			
IH-13-02	Inver Hills (IH)	all concurrent instructors	The college is failing to appropriately compensate faculty mentoring teachers via concurrent enrollment who should be paid one credit per course they mentor, rather than one credit per relationship.	Concurrent enrollment instructors shall be paid one credit for every course mentor if they are mentoring that teacher on that course for the first time.
Matt Ryg	13 - Wages			
IH-15-03	Inver Hills (IH)	T. Howey and D. Page	The college has not reached agreement on fall 2014 RCEs and has not compensated either appropriately for his work.	The college will meet with the grievants to reach mutual agreement regarding fall 2014 RCEs. The college will no longer assign work via RCE without mutual agreement in place before the work begins.
Matt Ryg	11 - Work Assignment, 13 - Wages			

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IH-15-12 Matt Ryg	Inver Hills (IH) 07 - MSCF Rights, 27 - Grievance Procedure	Dave Berger, any other similarly situated employees	On September 25, 2015, in his role as MSCF Grievance Representative at IHCC, the grievant conducted a walkthrough of some campus buildings to talk with interested faculty members about the value of belonging to the union. On October 26, 2015, a faculty me	To make the grievant whole, the Employer will (1) cease and desist in its reprisal against, and investigation of, the grievant; (2) provide requested information and evidence, related to the processing of IH-15-12; (3) declare a finding that the College violated the contract, and (3) any other make-whole remedy.
IH-16-01 Matt Ryg	Inver Hills (IH) 23 - Miscellaneous Rights of Faculty Members	Dave Riggs	IHCC-MSCF Grievance Representative, Dave Berger, a faculty member who teaches Sociology, was placed by President Tim Wynes on investigative leave on February 12, 2016. Since that date, the administration of IHCC has been in violation of the contract by co	To make the grievant(s) whole, the Employer will (1) cease and desist in its use of Mr. Berger's syllabus/syllabi in his absence; (2) declare a finding that the College violated the contract, and (3) any other make-whole remedy. Monetary compensation for use of Berger's intellectual property.

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IH-16-02	Inver Hills (IH)	Dave Berger, and any other similarly situated employees	On February 12, 2016, Dave Berger, a faculty member who teaches Sociology, was placed by President Tim Wynes on investigative leave. On March 30, 2016, President Tim Wynes met with some faculty members at Illinois Central College (ICC) in East Peoria, Ill	To make the grievant(s) whole, the Employer will (1) cease and desist in its disclosure of confidential personnel actions involving faculty members; (2) issue a letter declaring that President Wynes violated the contract; (3) require training for President Wynes regarding confidentiality required under the contract; and (4) any other make-whole remedy.
Matt Ryg	23 - Miscellaneous Rights of Faculty Members			
IH-17-01	Inver Hills (IH)	Dave Berger	On February 12, 2016, Dave Berger – a faculty member in Sociology as well as a release time Grievance Representative for MSCF – was placed on investigative leave by IHCC President, Tim Wynes, and instructed to leave campus immediately. On May 23, 2016, Mr	To make the grievant(s) whole, the Employer will (1) rescind the decision of President Gores to discipline Mr. Berger via the August 22, 2016, letter; (2) cease and desist in its reprisal against Mr. Berger for protected union activity; (3) issue a letter declaring that President Wynes and the administration of IHCC violated the contract; (4) require training for President Wynes and IHCC administration regarding Article 25 (Disciplinary Procedures) and Article 27 (Grievance Procedures) of the MnSCU/MSCF Master Agreement; and (4) any other make-whole remedy.
Matt Ryg	25 - Disciplinary Procedures, 27 - Grievance Procedure			

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Field Staff	Article(s)			
IH-17-02 Matt Ryg	Inver Hills (IH) 05 - Non-Discrimination, 27 - Grievance Procedure	Dave Riggs, Dave Berger, Kathy DeDyn, Patrick McAleer	On or around August 30th, 2016, several MSCF members at Inver Hills Community College who had Office Space in the Activities Building received an e-mail from IHCC Administration in which a meeting with a vague agenda was requested regarding the aforementi	To make the grievant(s) whole, we ask that 1) The faculty and staff affected by the decision to relocate to new office spaced during the Fall of 2016 shall have the option of returning to their previous office spaces; 2) A formal apology is made by the IHCC administration regarding the lack of transparency and the timely dissemination of information to the faculty affected by the decision to relocate the affected faculty, especially as it is reasonable to assume that some faculty would be willing to move offices during the summer months so as to avoid undue hardship during the semester; 3) and any other make-whole remedy.
IH-17-03 Matt Ryg	Inver Hills (IH) 22 - Layoff and Faculty Transfers	Melissa Bunde, Jason Gonzalez, Tom Reis, Stan Rothrock	Between 10/26/16 and 10/27/16, seven Unlimited Full-Time Faculty employed by Inver Hills Community College received notices of layoff. With these layoff notices, the dissemination of the intent to lay off these seven faculty violated the proper layoff pro	To make the grievant(s) whole, 1) All layoff notices that were furnished by IHCC in the Fall of 2016 shall be rescinded; 2) IHCC Administration should follow the appropriate notification timelines associated with issuing layoffs, especially as they relate to notifying the MSCF; 3) IHCC Administration shall receive proper training regarding Article 22 (Layoffs); 4) and any other make-whole remedy.

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
IH-17-04	Inver Hills (IH)	Melissa Bunde, Jason Gonzales, Tom Reis, Stan Rothrock	Layoffs were no made with bona fide, good and sufficient reasons. Viable alternatives to layoff were not considered.	To make the grievant(s) whole, 1) All layoff notices that were furnished by IHCC in the Fall of 2016 shall be rescinded; 2) IHCC Administration shall receive proper training regarding Article 22 (Layoffs); 3) In the case of Tom Reis, should his layoff be rescinded and he is, beforehand, allowed to enter into the Phased Retirement Program as outlined in Article 16, we ask that he be allowed to return to a full-time position; and, 4) any other make-whole remedy.
Matt Ryg	22 - Layoff and Faculty Transfers			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
IH-17-05	Inver Hills (IH)	Timothy Howey	Timothy Howey, an EMS UFT Faculty member, has experienced a notable and unnerving pattern of reprisal and retaliation over the course of the 2016 calendar year. There are at least four instances of such reprisal and retaliation of note: 1) In April/Ma	To make the grievant(s) whole, 1) IHCC Human Resources will finally complete their examination of the complaint that Professor Howey filed against his former supervisor, David Bellows; 2) Jeff Morgan will grant Professor Howey the same level of access privileges to FISDAP that Professor Howey had prior to November 2016; 3) The investigation into Professor Howey for the use/dissection of human placentas will be terminated and rescinded; 4) The matter concerning the test reader as brought forth by Sabrina Buivid will be considered closed and resolved and without any wrongdoing attributed to Professor Howey; 5) A formal, written apology will be furnished to Professor Howey by IHCC Human Resources, Jeff Morgan, and Sabrina Buivid for their roles in the continued harassment directed at Professor Howey, and as an additional measure of apology, the removal of Dave Bellows' picture in Heritage Hall recognizing him as an Outstanding Faculty member is requested; 6) Proper OSHA safety training will be provided to all EMS and similarly-situated faculty so as to prevent future concerns regarding the use of potentially hazardous materials within the classroom; and, any other make whole remedy.
Matt Ryg	23 - Miscellaneous Rights of Faculty Members, 25 - Disciplinary Procedures			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
IH-17-06	Inver Hills (IH)	Tom Reis	Tom Reis, currently an Unlimited Full-Time Faculty member in Human Services, has experienced a notable and unnerving pattern of reprisal and harassment over the course of the 2016 calendar year and into 2017 that has severely impaired his teaching.	To make the grievant(s) whole, 1) IHCC will formally approve Professor Reis' Phased Retirement plan, but at Professor Reis' originally desired levels: 6 years at 80%; 2) Should Professor Reis have his layoff notification rescinded, his Phased Retirement plan will be considered null and void as he would be returning to a full-time position; 3) A formal written apology will be provided to Professor Reis from each of the following individuals: Tim Wynes, Steve Strom, and Sabrina Buivid; 4) IHCC Administration shall receive training on the MSCF Master Agreement, particularly so that if/when claims that the contract forces them into certain decisions, they will be able to fully explain their rationale, and so as to have a clearer and fuller understanding of, for example, that individuals can carry a semester workload of over 18 credits; and, any other make whole remedy.
Matt Ryg	23 - Miscellaneous Rights of Faculty Members		Fo	

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Field Staff	Article(s)			
IH-17-07	Inver Hills (IH)	T. Howey	Tom Reis, currently an Unlimited Full-Time Faculty member in Human Services, has experienced a notable and unnerving pattern of reprisal and harassment over the course of the 2016 calendar year and into 2017 that has severely impaired his teaching.	1) IHCC will formally approve Professor Reis' Phased Retirement plan, but at Professor Reis' originally desired levels: 6 years at 80%; 2) Should Professor Reis have his layoff notification rescinded, his Phased Retirement plan will be considered null and void as he would be returning to a full-time position; 3) A formal written apology will be provided to Professor Reis from each of the following individuals: Tim Wynes, Steve Strom, and Sabrina Buivid; 4) IHCC Administration shall receive training on the MSCF Master Agreement, particularly so that if/when claims that the contract forces them into certain decisions, they will be able to fully explain their rationale, and so as to have a clearer and fuller understanding of, for example, that individuals can carry a semester workload of over 18 credits; and, any other make whole remedy.
Matt Ryg	25 - Disciplinary Procedures		Fo	

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IH-17-08	Inver Hills (IH)	Counselors	MSCF is the exclusive representative for all faculty members who meet the statutory definition of public employee and are assigned to the Bargaining Unit; this includes MSCF Counselors. MSCF counseling work is being assigned outside the bargaining unit, a	(1) cease and desist in the assignment of MSCF work outside the bargaining unit; (2) reassign counseling work and services to MSCF counselors; and (3) amend/change the position descriptions for Academic Advisors, TRIO Advisors, and the Director of Career Services to facilitate prevention of future improper work assignments; (4) and any other make-whole remedy.
Matt Ryg	01 - Recognition of MSCF			
IH-17-09	Inver Hills (IH)	C. Redinger	On March 15th, 2017, Cheryl Redinger was notified that two Early Childhood Education classes—EDU 1128 and 1130—that were scheduled for Fall 2017 were to be removed from the Fall course offerings. The rationale provided was that the System Office determine	1) EDU 1128 and 1133 be returned to the Fall 2017 schedule as originally scheduled; 2) IHCC Administration shall receive training regarding proper Academic Council procedures as well as pertinent Minnesota State Procedures with respect to program alteration/cancellation; 3) and any other make-whole remedy.
Matt Ryg	08 - Shared Governance and Academic Affairs			

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IH-17-10	Inver Hills (IH)	T. Smutka	Professor Smutka had recently been asked to attend a conference—the Mastering Gen-Ed Development Summit hosted by Pearson Education— for which she was offered by the organizing parties to have her accommodations (flight, hotel, and meals) paid for by the	1) For the aforementioned conference, and for any similar and future conferences where accommodations (whether in full or in part) are covered by outside parties, regardless of the terminology used to describe the work that will be formed by the faculty, we ask that Professor Smutka be granted paid leave that does not create any deductions from her accumulated Personal Leave days; 2) In the case that this grievance is not resolved in a timely manner and Professor Smutka’s is again asked to use personal day(s) to attend any future conference for which her accommodations are covered by outside parties, we request that Professor Smutka be reimbursed any and all personal days used to attend such conferences; 3) A formal written apology from the System Office to the conference organizers, who funded Professor Smutka’s travel and lodgings, for the extreme delay in conveying its position to Professor Smutka, particularly as the conference organizers ultimately paid additional expenses that should not have been paid out (such as paying a higher price in airfare because of the delay as lesser price could have been secured had Professor Smutka been able to accept the invitation to attend and present at this conference within a more reasonable time frame) ; 4) and any other make-whole remedy.
Matt Ryg	14 - Leaves of Absence With Pay, 23 - Miscellaneous Rights of Faculty Members			

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IH-17-11	Inver Hills (IH)		Faculty member submitted a request in March 2017 for [general] leave beginning November 2017, which was denied in an arbitrary manner.	1) Jason Gower be granted an unpaid leave of absence for the 2017-2018 school year; 2) and any other make-whole remedy.
Matt Ryg	15 - Leaves of Absence Without Pay			
MN-11-03	Minneapolis (MN)	Cheryl Neudauer	The college changed a course grade, violating the grievant's academic freedom and the grievant's right to evaluate student performance.	The college will uphold the instructor's original grade.
Matt Ryg	23 - Miscellaneous Rights of Faculty Members			
MN-12-02	Minneapolis (MN)	XXXX	The college retaliated against the grievant for her union activities.	immediately stop the practice of intimidation and reprisal, conduct an external review.
Matt Ryg	27 - Grievance Procedure			

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MN-14-02	Minneapolis (MN)	Brandon Macon	The college administration violated its own policy in terms of scope and timelines when it ruled, through an alternate process, that a probationary faculty member must alter his established grading procedure after the conclusion of the course.	Vice President Christenson's letter to the grievant will be withdrawn and the instructor's original assignment and course grades will be upheld.
Matt Ryg	23 - Miscellaneous Rights of Faculty Members			
MN-14-05	Minneapolis (MN)	Jamal Adam, Elaine Beaudreau-Patton, Nicole Merz, Linda Tse	The college laid off four counselors and gave their work to members of other bargaining units.	Rescind the layoffs.
Matt Ryg	22 - Layoff and Faculty Transfers			
MRV-16-01	Mesabi Range-Virginia (MRV)	Mesabi Chapter	The college has violated Article 8 AASC procedures and Article 10 summer rotation by instituting a district shared summer online summer rotation model.	Cease NHED shared summer online model; bring future NHED online schedules to chapter and AASC; honor agreement from prior grievance (MRV-15-02).
Kari Ann Cruz	08 - Shared Governance and Academic Affairs, 10 - Work Year and Work Week			
MSCF-09-03	Minneapolis (MN)	Katherine Kragtorp	the grievant holds a PhD in Molecular and Environmental Toxicology, but the system will not count her graduate credits in the field of Biology.	grant in-field credit in Biology for the grievant's PhD in Environmental and Molecular Toxicology, and pay retroactive to Fall semester, 2007.
Matt Ryg	13 - Wages			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
MSCF-13-01	MSCF	Class Action	Practical nursing instructors, system wide, are being made to obtain additional credentials, at their own cost and on their own time, as a condition of future employment.	MnSCU will meet and negotiate with MSCF regarding the terms and conditions of this retraining process.
Chip Dykstra	20 - Appointments and Credential Fields			
MSCF-14-03	MSCF	Class Action	MnSCU has signed numerous "articulated college credit" plans with high schools that have not gone through the AASC process. In some cases, faculty have indicated they have been pressured into signing such agreements.	1, The college will bring all such agreements through the appropriate channels on campus, including above all else the AASC committee. 2, all future agreements will include the chapter grievance representative as a signatory.
Chip Dykstra	11 - Work Assignment, 13 - Wages			
MSCF-15-05	MSCF	MSCF Class Action	Faculty who are being assigned mentoring are getting workload directives and duties not spelled out in the CBA.	Administration shall change the assignment duties at all colleges to reflect the most recent agreement made during this past round of negotiations (13-15) of a "couple of contacts/visits." MnSCU cannot arbitrarily impose workload duties for mentoring assignments without first bargaining the terms and conditions of those assignments with MSCF.
Kari Ann Cruz	13 - Wages			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
MSCF-16-05	MSCF	South Central Chapter	MnSCU has created a percentage calculation for former CCFA paid summer retraining language for layoffs.	MnSCU shall withdraw their assertion that summer retraining under Article 22, Section 8, Subd. 2 is compensated based on a percentage; the system agrees compensation for summer retraining is no more than 6 credits; any and all faculty with summer retraining plans shall be compensated 6 credits.
Kari Ann Cruz	22 - Layoff and Faculty Transfers			
MSCF-17-01	MSCF	MSCF Class Action	Two-year colleges are assigning currently employed faculty to teach courses at other 2 year colleges under their existing employment status with no addition compensation by sharing employees between multiple colleges.	Compensate each faculty member for every course taught; Minn State shall follow the Master Agreement.
Kari Ann Cruz	02 - Definitions, 06 - Management Rights, 08 - Shared Governance and Academic Affairs, 11 - Work Assignment, 13 - Wages			
MSD-15-01	M State-Detroit Lakes (MSD)	All M-State Chapters	Faculty being assigned mentoring of HS teachers are being given directives specifying workload that are not written in the CBA.	Administration will change the requirements for mentoring visits to follow the agreement made during this most recent contract negotiations of "a couple of contacts."
Chip Dykstra	13 - Wages			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
MSD-17-04	M State-Detroit Lakes (MSD)	Amy Coley	The college is assigning RADT instructors internships rather than Professional Accreditation Assignment	Assign and pay IAW contract language for Professional Accreditation Assignment
Chip Dykstra	11 - Work Assignment			
MSF-17-01	M State-Detroit Lakes (MSD)	XXXX	The college terminated the grievant for alleged misconduct	Reinstate to position or any other make whole remedy
Chip Dykstra	25 - Disciplinary Procedures			
MSM-14-01	M State-Moorhead (MSM)	Kim Brewster	The college is denying contractual negotiated rights of Kim Brewster by denying him the Retirement Incentive Grandparent Clause for former UTCE bargaining unit	Grant the negotiated/earned rights of Kim Brewster to include all rights granted in Article 16.
Chip Dykstra				
MSM-17-01	M State-Moorhead (MSM)	MSCTC Counselors	The college is assigning counselor work outside of the bargaining unit	Assign counselor duties to an MSCF counselor
Chip Dykstra	11 - Work Assignment			

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NM-17-01 Matt Ryg	Normandale (NM) 11 - Work Assignment	Faculty Librarians, Rosalie Bunge and Adam Kauwenberg-	On January 25th, 2017, a Librarian Manager position was posted on the Normandale Community College Human Resources webpage and the Minnesota State employee portal; subsequently, the position was altered and reposted on February 9th, 2017. The majority of	To make the grievant(s) whole, the administration of Normandale should (1) cease the removal of bargaining unit work from the MSCF bargaining unit, (2) return any MSCF bargaining unit work that was removed from the MSCF bargaining unit to the MSCF bargaining unit, and (3) provide any other applicable make-whole relief.
NOE-12-01 Chip Dykstra	Northland-East Grand Forks (NOE) 24 - Miscellaneous Provisions	Kerry Jaeger	The college has denied a tuition waiver for a dependent child age 25.	The college will reimburse the faculty member for the tuition to the limits allowable in the contract.
NOE-17-01 Chip Dykstra	Northland-East Grand Forks (NOE) 11 - Work Assignment	Al Shervold	College is not paying grievant IAW Program Accreditation Language	Pay in accordance with MSCF contract language regarding Professional Accreditation Assignments

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NTC-13-01	Northwest Tech-Bemidji (NWB)	XXXX	The grievant was on investigatory leave, initiated by the college. Following commencement of the leave, the Dean of Nursing gave D2L access to the grievant's courses, including her intellectual property, without her permission, to the substitutes.	Immediately cease the practice and compensate the grievant for use of her intellectual property at a rate of \$2,140.62 for every week her property has been used.
Chip Dykstra	23 - Miscellaneous Rights of Faculty Members			
NTC-17-04	Northwest Tech-Bemidji (NWB)	MSCF Northwest Tech	College is assigning bargaining unit work outside of the bargaining unit	Employ MSCF faculty to perform MSCF work
Chip Dykstra	11 - Work Assignment			
NTC-17-05	Northwest Tech-Bemidji (NWB)	Terri Bannor, Paul Nelson, Danny Paddock	The college issued layoff without bona fide, good and sufficient reasons	Reinstate the faculty members to their positions
Chip Dykstra				
RI-10-01	Ridgewater-Willmar (RIW)	Ridgewater MSCF Chapters	The college is not assigning a credit value for flex labs and are only paying faculty by contact hours.	Faculty will be paid the greater of contact hours or credits as specified in the contract.
Chip Dykstra	11 - Work Assignment, 13 - Wages			

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RI-13-02	Ridgewater-Willmar (RIW)	MSCF Ridgewater Chapter	The college is not assigning a credit value for flex labs and are only paying faculty by contact hours.	Faculty will be paid the greater of contact hours or credits as specified in the contract.
Chip Dykstra	11 - Work Assignment			
RI-14-01	Ridgewater-Willmar (RIW)	MSCF	Faculty workload is not being calculated using the greater of credits or contact hours.	The college will recalculate the workload correctly and pay the faculty accordingly.
Chip Dykstra	11 - Work Assignment, 13 - Wages			
RI-17-02	Ridgewater-Willmar (RIW)	XXXX	The college issued a letter of reprimand which exceeds its authority	Destroy the letter of reprimand
Chip Dykstra	25 - Disciplinary Procedures			
RI-17-03	Ridgewater-Willmar (RIW)	Chuck Gremmels	College is refusing to pay Sick Leave Liquidation to TPT faculty	Pay Sick Leave Liquidation to the grievant
Chip Dykstra	16 - Sick Leave Liquidation and Faculty Retirement Provisions			

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
RO-10-06	Rochester (RO)	David Atwood	Administration placed a letter containing confidential information in the faculty members college mailbox.	The college will follow the contract which requires the use of certified mail or delivery service as a means of delivering such mail.
Matt Ryg	02 - Definitions, 23 - Miscellaneous Rights of Faculty Members			
RO-13-01	Rochester (RO)	XXXX	The faculty member was not provided an opportunity for corrective action prior to discipline.	The college will change the letter of reprimand to a letter of expectation.
Matt Ryg	25 - Disciplinary Procedures			
RO-15-01	Rochester (RO)	Mark Paddock	The college failed to notice the grievant of a claimable position.	Fix the practice and compensate the grievant.
Matt Ryg	22 - Layoff and Faculty Transfers			
RO-16-01	Rochester (RO)	Steve Cole, David Atwood	Administration reassigned a summer class that was originally claimed and assigned to a Biology faculty member.	The faculty member will be reinstated to the full summer credit load and/or be fully compensated for the requested summer credits.
Matt Ryg	10 - Work Year and Work Week, 13 - Wages			

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RO-17-01 Matt Ryg	Rochester (RO) 10 - Work Year and Work Week	David Atwood, MSCF Grievance Representative. Steve	Article 10, Section 4, paragraph 3, states: "... It is understood that a faculty member may be offered the equivalent of nine (9) credits or two (2) courses, whichever is greater, per summer in one (1) or over both sessions in rotation order, subject to th	The faculty member will be reinstated to the full summer credit load and/or be fully compensated for the requested summer credits.
RVA-17-01 Matt Ryg	Riverland-Austin (RVA) 13 - Wages	Faculty being assigned mentoring are getting workload directives	Faculty being assigned mentoring are getting workload directives and duties not spelled out in the Master Agreement.	To make the grievant(s) whole, the college shall (1) change mentoring assignment duties to reflect the most recent agreement made during this past round of negotiations (13-15) of a "couple of contacts/visits." The employer cannot arbitrarily impose workload duties for mentoring assignments without first bargaining the terms and conditions of those assignments with MSCF; and (2) any other make-whole remedy.
RVA-17-02 Matt Ryg	Riverland-Albert Lea (RVL) 27 - Grievance Procedure	Melissa Diegnau	The grievant received a Letter of Expectation dated January 17, 2017. By issuing this Letter of Expectation, the grievant is being unfairly singled out by Kelly McCalla, the Vice President of Academic and Student Affairs, from an intra-faculty conflict i	To make the grievant(s) whole, the college shall cease and desist in its targeting of the faculty member, (2) remove from the grievant's personnel file the Letter of Expectation dated January 17, 2017; and (3) any other make-whole remedy.

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Field Staff	Article(s)	Grievant	Brief description of Grievance	Remedy Sought
SCM-16-01	South Central-Mankato (SCM)	Jennifer Ceminsky, Lori Hood, Karen Snay	UFT faculty received layoff notices and the college did not look at all alternatives.	Rescind the layoff notices.
Kari Ann Cruz	22 - Layoff and Faculty Transfers			
SCT-17-01	St Cloud (ST)	Jeff Gunderson	The college is assigning the instructors internships rather than Professional Accreditation Assignments	Assign and pay IAW contract language regarding Professional Accreditation Assignments
Chip Dykstra	11 - Work Assignment			
SCT-17-03	St Cloud (ST)	Judy Jacobsen Berg	The college is assigning counselor work outside of the bargaining unit	Assign counselor duties to an MSCF counselor
Chip Dykstra	11 - Work Assignment			