Preamble and Article 1

PREAMBLE

This Contract is made and entered into this day of March 20, 2018, by and between the State of Minnesota and its Minnesota State Colleges and Universities, hereinafter referred to as the Employer, and the Minnesota State College Faculty, hereinafter referred to as MSCF. This Contract is intended to express the full and complete understanding of the parties pertaining to all terms and conditions of employment.

Any agreement or understanding which is included as part of this Contract must be reduced to writing and signed by the parties to this Contract.

The parties recognize that diversity in scholarly perspective, academic discipline, and personal identity contributes to the richness of the college instructional environment and provides students with the breadth of ideas that creates an extraordinary college community. The parties value building and retaining a diverse faculty that is committed to teaching and working in a multicultural environment. The parties agree that outreach, recruitment, and retention efforts that deliberately focus on increasing diversity are important to reaching this goal. This provision of the collective bargaining agreement is aspirational and, as such, shall not subject the Employer to challenge in the grievance process or any other venue.

ARTICLE 1
RECOGNITION OF MSCF

Section 1. Recognition. In accordance with BMS Case Numbers 01PTR888, 01PTR890, and 01PCE1430, the Employer recognizes MSCF as the exclusive representative for all faculty members who meet the statutory definition of public employee and are assigned to Bargaining Unit #10.

Section 2. Changes to Terms and Conditions of Employment. The Employer will not, during the life of this Contract, meet and negotiate relative to terms and conditions of employment or meet and confer with any faculty member or group of faculty members who are covered by this Contract, except through the MSCF.

Section 3. Unit Changes. If titles are created during the life of this Contract, or if existing faculty positions are moved into the classified service or unclassified administrative service, the Chancellor or designee shall give the MSCF written notice at least fourteen (14) calendar days in advance of actual implementation. The parties will meet prior to implementation if the MSCF requests and will attempt to agree on the inclusion or exclusion of the new title or position. If the parties cannot agree, the question will be submitted to the director of the Bureau of Mediation Services for a determination of the inclusion or exclusion of such title.