

Dear Colleagues,

This is the first installment of the 2015-16 WSUFA Action Committee's "Did You Know?" series. The purpose of these notices is help you better understand and exercise your rights and opportunities under the IFO/MnSCU contract.

Our grievance officer, negotiator, and savvy union thug, Dr. Matt Hyle asks:

Did you know the IFO and MnSCU reached a tentative agreement on our labor contract for 2015-2017?

A tentative agreement means that the negotiators for both sides have reached agreement on the terms of a labor contract. The terms in the agreement are implemented when the following sequenced steps are completed:

- 1) The IFO recommends the tentative agreement to the membership,
- 2) The IFO membership ratifies the tentative agreement in a vote,
- 3) The MnSCU board approves the ratified tentative agreement, and
- 4) Once the Joint Subcommittee on Employee Relations (JSER) receives the agreement it has 30 days to disapprove the agreement. If JSER takes no action or if it affirmatively approves it, the agreement goes into effect on an interim basis.

The agreement becomes permanent only when enacted into law by both chambers of the MN legislature and signed by the Governor (or in the case of a Governor veto, when the veto is overturned). Once the agreement is implemented on an interim basis, the terms of the contract stay in effect unless the legislature and Governor reject the agreement prior to the end of the 2016 legislative session or unless the legislature and Governor fail to ratify the agreement by the end of the session.

In either hypothetical scenario where the new agreement is either

rejected or simply not ratified by the end of the session, the previous contract (i.e. 2013-2015) would go into effect. In either case, no repayment of any rejected pay raise is required.

If you have questions about the tentative agreement contact Grievance Officer/Negotiator, Matt Hyle mhyle@winona.edu or WSUFA President, Darrell Downs ddowns@winona.edu

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