

# Inter Faculty Organization

BEMIDJI - MANKATO - METROPOLITAN - MOORHEAD - SOUTHWEST - ST. CLOUD - WINONA

## Faculty Update Newsletter

Fiscal Year 2013 - No. 10

[www.ifo.org](http://www.ifo.org)

May 2013

### IN THIS ISSUE

(click on the headline to jump to the article)

- [President's Report](#)
- [Many IFO Goals Achieved in 2013 Legislative Session](#)
- [2013-2014 Member Dues and Fair Share Fees](#)
- [Contact Us](#)

### PRESIDENT'S REPORT

by [Nancy Black](#), IFO State President

Dear Colleagues:

As the legislative session ends today, we can all breathe an enormous sigh of relief as well as take time to celebrate and reflect on its historic outcome. It is also an opportunity to realize how important the work of the Inter Faculty Organization is not only to our members, but to our students and communities.

Faculty at the seven state universities number almost 4,000, but after five years (2005-2008, 2012-present) as IFO President, I am often perplexed to see a lack of new faces stepping up to serve on committees. My first five years as faculty at Metropolitan State University, I had little awareness of the IFO. My academic life was so full, that occasionally I hit the delete button on my computer when I saw another e-mail from the union. I only wish I knew then what I know now about the rights and responsibilities provided to us by the IFO. One of the reasons I first ran as a candidate for IFO President in 2004 is that I believed I had been inequitably treated by the administrations of Metropolitan State University and the Minnesota State College and University system. If it had not been for the efforts led by IFO with the Salary Equity Study in 2002, I would have never known of the unfair circumstances under which I was working. When I was finally successful in obtaining equity, I decided that I never wanted another faculty member to go through the same experience. The point of this snapshot in history is to highlight the importance of the IFO and urge you to find out more about how you can participate. It has made a difference of tens of thousands of dollars over my career allowing me to provide for my family as a single parent. I invite you to contact me ([black@ifo.org](mailto:black@ifo.org)) or your FA President to learn about opportunities to serve on committees—it is part of university service in your Professional Development Reports, and your mileage and lodging expenses are reimbursed by the IFO. We are only as strong as you make us. It is time to step up. You can make a difference.

Many faculty worked assiduously to meet the legislative goals that were reached through a democratic process by the Government Relations Committee (GRC). Hopefully, you were in agreement with the legislative stance adopted, but regardless, your contributions to discussions on your campus and at the state level are encouraged. I want to especially

acknowledge the GRC members for establishing goals for this session and making many of them a reality. In addition to the GRC, faculty members serving on the Negotiating Team led by Brent Jeffers, the IFO Faculty Association officers, the Social Action Committee under chair, Monte Bute and countless others worked tirelessly on your behalf. In fact, the Negotiating Team met more than 60 times over two years to reach a contract settlement that provides you with our first raise in four years.

Of course, another reason for our success this year is the dedicated and talented IFO staff, not just at the State Office, but support staff on local campuses also. When you see Russ Stanton, Director of Government Relations during his 8 solid weeks of fall campus visits, please thank him for his leadership of more than 27 years. As a native New Yorker, I would say give him a big hug, although I am not sure how he feels about that as a native Minnesotan! The entire staff gives 100 percent for you—Melissa Anderson, Pat Arseneault, Donna Blake, Donna Brauer, Connie Howard, Tiffany Nelson, Cindy Phillips, and, of course, Russ.

In closing, I only wish I could convey to you the absolute joy erupting at the state capital with the passage and signing of same-sex marriage legislation. Between this wonderful event and the passage of the new contract, increased funding of higher education, and the Dream Act (Thank you Senator Sandy Pappas), I hope you will agree, it has been a very good year for faculty.

I send you my best wishes for a lovely summer.

## MANY IFO GOALS ACHIEVED IN 2013 LEGISLATIVE SESSION

By [Russ Stanton](#), IFO Director of Government Relations

The 2013 legislative session will end today. During this session IFO achieved many of its legislative goals, some of which we have been working for many years to achieve. Here are the major actions of the legislature regarding IFO goals:

### ➤ **IFO Contract Passes Legislature — 4.6% Pay Raise for Faculty**

After four long years of no pay increases for faculty, the Minnesota legislature finally passed the bill to ratify the numerous state employee collective bargaining agreements and compensation plans (for non-union employees). Among the contracts ratified was the IFO agreement. The bill now goes to the governor and will become law today. Faculty will receive retroactive pay in their June 14<sup>th</sup> paycheck.

The last four years have not been easy; we were plagued by the worst recession in 80 years, which reduced state revenues and led to deep budget cuts. During the last biennium we faced a conservatively-dominated legislature that was intent upon cutting state employee pay and benefits and breaking public employee unions. Right up to the final passage of the bill to ratify the contracts, conservative lawmakers fought vigorously against it—although on final passage most of the controversy surrounded the performance pay “bonuses” of top MnSCU administrators.

The IFO agreement provides a step increase for all state university faculty members (2.4%) plus a 2.2% across-the-board enhancement of the salary grid—for a total increase of 4.6%. Adjuncts will also see a comparable percentage increase in their pay. The increases are retroactive to the beginning of the 2012-13 academic year.

### ➤ **Higher Education Bill — a Historic Turnaround in Funding**

Friday, May 17<sup>th</sup> the House and Senate passed the final version of the Omnibus Higher Education Bill to fund higher education for the next two years. This bill is a historic turnaround in the funding of higher education and reflects IFO’s legislative goals ([http://ifo.org/index.php/download\\_file/view/626/90/](http://ifo.org/index.php/download_file/view/626/90/)) of providing funding to offset inflation, holding

tuition rates flat, and restraining the growth in student debt. The bill begins to reverse the steep slide in state support for higher education funding over the last four years, during which state appropriations to MnSCU institutions declined by 18%.

Overall the bill increases funding for higher education by \$250 million—a 10% increase over last biennium. MnSCU institutions were the biggest winners. The new money is divided as follows: U of M –\$78.5 million; MnSCU–\$102.328 million; and Office of Higher Education (primarily student financial aid) – \$69.072 million.

The \$102.328 million increase to MnSCU is about a 9.4% increase over last biennium. Seventy-eight million dollars is to cover inflation without increasing tuition. Seventeen million dollars is for retaining quality faculty. Another \$7.278 million is for leveraged equipment. Finally, \$50 thousand is for a mental health summit.

MnSCU had requested only \$97 million in new appropriations—so the bill actually provides more appropriations than MnSCU had requested. However, the money for MnSCU was spent very differently from what they proposed. Most of MnSCU’s request was for special new initiatives: \$8 million for “faculty innovations;” \$12 million for internships and apprentices; \$21 million for leveraged equipment; \$34 million for retaining quality faculty; \$10 million for “meeting needs of high demand professions;” and \$12 million for “high-impact strategies for retention and success.” Only two of these initiatives were funded—leveraged equipment at about one-third of the amount requested and retaining quality faculty, at half of the amount request.

Last fall the IFO had adopted legislative goals to increase MnSCU’s total revenue (appropriations plus tuition) by 2.5% per year. That amounts to \$103 million—almost exactly what the legislature appropriated. The IFO said if, and only if, the legislature came up with a 2.5% increase in total revenue, then tuition should be held flat for two years. This would provide tuition relief, restrain the growth in student debt, and start the state on the road to gradually achieving the state policy of 67% state funding of instructional costs. The legislature ended up passing most of what we advocated. The IFO also advocated maintaining a separate line item for the MnSCU central office to control cost; the final bill maintained the separate line item and froze it at last year’s level.

In addition to increasing funding for MnSCU and the U of M, the higher education bill increased financial aid programs for students by \$77.9 million. Included in this amount is a pilot program to improve the financial aid grants to part-time low income students in MnSCU. This was a top priority for MnSCU students, and they were successful in getting it passed.

There are many people who deserve credit for the turnaround in higher education funding this year. Foremost is Governor Mark Dayton, who had the courage to push for the tax increases necessary to fund the higher education investments. Had he not pushed for income tax increases on the top 2% of income earners, and a substantial increase in cigarette taxes, the funding increases for higher education would not have been possible. This is the first time in memory that a governor proposed a bigger percentage increase in higher education funding than any other segment of the budget. His support for higher education isn’t just political rhetoric—he delivered.

Second, Senator Terri Bonoff was able to get her Senate colleagues to back a \$262 million funding target for higher education. Because she received such a high target, she was able to increase the conference committee target by \$100 million over what the House had originally proposed. Although she did not initially agree with it, she had the flexibility to include the student proposal for improved funding for part-time students in her bill. She did a great job for a new committee chair.

Representative Gene Pelowski delivered big time. He focused like a laser on containing tuition increases and controlling student debt. He succeeded. His bill passed with broad bi-partisan support. In the end, he traded language items in the Senate bill for more funding—a very smart trade. Pelowski zeroed in on excessive administrative costs. He included language in the bill to prevent future performance bonuses for MnSCU and U of M administrators, and he says he will continue to hold hearings in the interim to scrutinize administrative spending.

Here is a link to the Omnibus Higher Education Bill: [SF 1236](#)

### ➤ **Dream Act Passes**

After years of struggle, the Minnesota Dream Act is going to become law. The legislation allows undocumented students who attended a Minnesota high school for at least three years and graduated to be eligible for resident tuition rates at Minnesota public colleges and universities. It also allows them, based upon family income, to be eligible for state grants.

The Dream Act passed the Senate as a separate bill, but was included in the Omnibus Higher Education bill in conference committee. Senate President Sandy Pappas had attempted to pass this legislation for many years, but could never get it included in the higher education bills because of promises by Governor Pawlenty to veto if it was included. Senator Pappas deserves enormous praise for her persistence and hard work on behalf of these students. Many young people will be able to live better lives because of her efforts.

### ➤ **Same-Sex Marriage Now the Law**

On March 14, 2013, Governor Mark Dayton signed the law legalizing same-sex marriage in Minnesota—effective August 1<sup>st</sup>. Passage of this legislation will finally allow same sex couples to marry and achieve the same benefits under the IFO contract as opposite-sex married couples. These benefits are substantial and include dependent health care coverage, tuition waiver for family members, death benefits for a faculty member who dies in service under certain circumstances and the ability to buy optional life insurance, to name a few.

Like the Dream Act, same-sex marriage has also been a long struggle. In 2002 the IFO negotiated equal benefits for domestic partners; but when Republicans took control of the House in 2003, we were forced to remove those provisions or they wouldn't approve our contract. We then pushed for equal domestic partner benefits under the law, but could never keep that provision in the bill due to threats of a veto from then Governor Pawlenty. Last session we re-introduced legislation, but it went nowhere. Instead, the Republican-dominated legislature voted to put a constitutional amendment on the ballot to ban same-sex marriage.

IFO invested several thousand dollars and joined a large coalition of organizations opposed to the constitutional amendment. We hired campus student organizers to turn out the student vote. The turnout in university precincts was more than double historical numbers and students voted nearly 3-1 against the amendment. Minnesota became the first state in the nation to reject a constitutional amendment banning same sex-marriage; even though voters in thirty-two states had passed similar amendments. Not only did the constitutional amendment get defeated, the turnout resulted in numerous conservative legislators being replaced by more liberal legislators, and the DFL gained control of both houses of the legislature and the Governor's Office for the first time in twenty-two years. That set the stage for an all-out effort to change the marriage laws.

The coalition of organizations that defeated the constitutional amendment on marriage did not want to lose the momentum gained in the campaign against the amendment. Rather than a piecemeal approach to trying to amend hundreds of laws to treat same-sex domestic partners equally, the coalition united around full equality by making same-sex marriage legal. It was a bold move, because many rural DFL'ers represented districts that had voted for the constitutional amendment, and voting for the marriage bill put their political careers at risk. To the extent possible, the coalition sought bi-partisan support for the bill, but in the end, only one Republican senator and four Republican representatives voted for the bill. However DFL legislators stuck together, and in the end the bill passed the Minnesota House 75-59 and the Senate by a vote of 37-30.

Full equality has not yet been achieved, because the federal Defense of Marriage Act (DOMA) still defines marriage as a union of one man and one woman. Benefits under federal law, such as HRA reimbursement of medical expenses of a spouse, will not be available to same-sex spouses, and the health insurance coverage received by a same-sex spouse will be treated as taxable income. The constitutionality of DOMA is now before the United States Supreme Court, and a decision is expected by the end of June. If DOMA is not struck down, we may need to lobby Congress to repeal DOMA.

Implementation of benefits for same-sex married couples is now in process. Presumably, they will be allowed to enroll their spouses in their health plans as soon as they get married. The Office of Minnesota Management and Budget will be issuing guidance on this, and IFO will forward it to faculty as soon as possible.

Congratulations to the faculty members who worked long and hard for marriage equality. It was a difficult struggle, but you have proven that with perseverance and hard work victory is possible.



Governor Dayton signs House File 1054/Senate File 925, granting all Minnesotans the freedom to marry.

## 2013-2014 MEMBER DUES AND FAIR SHARE FEES

by [Donna Blake](#), *IFO Controller*

All faculty teaching\* more than three (3) semester credit hours or teaching more than one (1) course during the academic year are employees in IFO bargaining unit 209, even if they are also employed by another bargaining unit. By law, all faculty in the IFO bargaining unit must pay either member dues or, if they choose not to be IFO members, fair share fees according to the following schedule adopted by the Board of Directors in April 2013. IFO dues and fees have remained the same since 2008.

<b>Dues and Fair Share Fee Schedule 2013-2014</b>				
<b>APPOINTMENT</b>	<b>MEMBER DUES</b>	<b>Paycheck Deduction</b>	<b>FAIR SHARE FEES</b>	<b>Paycheck Deduction</b>
<b>Full-time (paid at 75% or more)</b>	<b>\$753.28</b>	<b>\$47.08</b>	<b>\$640.16</b>	<b>\$40.01</b>
<b>Part-time (paid at 45% to 74%)</b>	<b>\$400.16</b>	<b>\$25.01</b>	<b>\$340.00</b>	<b>\$21.25</b>
<b>Adjunct and Community Faculty (teaching more than 3 and up to 10 credits or 2 courses)</b>	<b>\$141.24</b>	<b>\$47.08</b>	<b>\$120.03</b>	<b>\$40.01</b>
<b>Source: Board of Directors April 2013 (no change since 2008)</b>				

\*Faculty on sabbatical or phased retirement will pay reduced dues/fees only if the sabbatical or appointment reduces salary below 75% of base salary.

### **PAYROLL DEDUCTIONS**

Faculty with full-time (75% or more), year-long 2013-2014 appointments will ordinarily have their dues or fair share fees deducted from their paychecks in 16 equal installments. For most faculty, deductions will begin in September 2013 and extend into April 2014. For faculty with less than 75% of full-time assignments or sabbaticals, deductions will follow a schedule determined by the Inter Faculty Organization. Adjunct or community faculty will normally be deducted in three (3) equal installments as noted above.

You may also choose to pay your dues or fair share fees in one (1) lump sum by sending a check for the full amount for your appointment category. Make the check payable to **Inter Faculty Organization** and send it to:

Inter Faculty Organization  
 Attention: Membership  
 490 Concordia Avenue, Suite 125  
 St. Paul, MN 55103

In order to avoid complications with the state payroll process, lump sum payment checks must be received by the IFO office **prior to September 1, 2013** for fall semester and **January 10, 2014** for spring semester. If you are unable to meet these deadlines, please email or call Donna Blake, IFO Membership Coordinator, to make other arrangements ([blake@ifo.org](mailto:blake@ifo.org), 1-800-325-9644 x12, 651-227-8442 x12).

**If you join the IFO by June 30, 2013, you will not pay any member dues until FY14!** Signups must be submitted online by 6/30/13 or postmarked by that date to receive the discount for this year. Only IFO members are eligible to serve as IFO representatives on local and statewide committees, vote on the IFO contract and in local and statewide elections, and seek an IFO elected position. IFO members also receive an IFO membership card and bumper sticker. If you have any questions on membership, please check out our membership webpage at <http://ifo.org/membership-information> or send me an email at [blake@ifo.org](mailto:blake@ifo.org). You can submit an online membership application at <http://ifo.org/join-ifo>.

## CONTACT US

The IFO Faculty Update is published and distributed by the [Inter Faculty Organization](#). If you need to contact the Inter Faculty Organization, our mailing address is 490 Concordia Avenue, Suite 125, Saint Paul, MN 55103, or you can reach us by phone at 800/325-9644 or 651/227-8442. You can also send us an email by clicking [HERE](#).