



The UPDATE

Newsletter for the faculty of the seven Minnesota state universities.

Fiscal Year 13- No. 11
August 2013

Bemidji ♦ Mankato ♦ Metropolitan ♦ Moorhead ♦ Southwest ♦ St. Cloud ♦ Winona

PRESIDENT'S REPORT

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Welcome Back!

by Nancy Black, IFO President, black@ifo.org

Welcome to a new academic year, and a special welcome to the more than 200 new faculty joining our ranks this semester. We are delighted you have joined the state universities in Minnesota and invite you to become a member and participate in the Inter Faculty Organization (IFO).

A lot has happened since the last academic year ended in May. In mid-May the legislature ratified our contract, legalized same-sex marriage, and passed a very favorable bill that improved funding for higher education. Included in the higher education bill was the Minnesota version of the DREAM Act. I can't begin to express enough thanks to Governor Mark Dayton and the legislature for their courageous leadership this session. It took a lot of hard-fought votes to raise the revenue to improve education in

this state and to provide greater equality for citizens that have long suffered discrimination. Unlike Washington, D.C., Minnesota is moving forward and solving problems (see Russ Stanton's article).

The United State Supreme Court struck down major aspects of the federal Defense of Marriage Act (DOMA), further expanding the rights of gay married couples in June. The Internal Revenue Service is still working on guidance for how the Supreme Court decision will be implemented. In the meantime we will keep you updated on the latest information from federal and state government on both DOMA and the implementation of the Minnesota marriage equality legislation.

In June, faculty finally got their pay increases and back pay for the last contract period. It was long overdue.

The good news is the war on public employees seems to have subsided and in contrast to our colleagues in Wisconsin, we survived without the loss of any benefits or harm to our collective bargaining rights. The IFO negotiations team is already working on the 2013-15 contract (see Brent Jeffers ' article).

Throughout the summer our legal staff has also been busy working on grievance and arbitration matters. Our work as a union does not end when a contract is signed; a major part of our work is assuring compliance with the contract. Over the summer we won a significant arbitra-

tion on the right of faculty to teach overload (see Pat Arseneault's article .)

On June 19th, MnSCU released a draft of a far reaching strategic planning document entitled "Charting the Future" that proposes fundamental changes to MnSCU governance, finance, and structure. You will be hearing a lot about this document in the next few months as the chancellor is moving rapidly toward a Board of Trustees' vote to adopt the plan.

As we begin the new academic year, Russ Stanton, Director of Government Relations, will be traveling to each of the campuses to put on retirement workshops for both new faculty and those contemplating retirement within the next three years. I especially encourage new faculty members to attend the workshops on selecting a basic retirement plan. Your choices make a difference of thousands of dollars per year and hundreds of thousands over your career. Russ also makes individual appointments while on campuses with faculty concerning retirement issues. (See Russ's campus retirement workshop schedule).

STAFF

It is with regrets that I inform you that Connie Howard, General Counsel, will be leaving us to join the ranks of retirees effective December 31, 2013. Her contributions to the IFO have been many, and she will be greatly missed. At the end of spring, the IFO Board approved a revision of this position description, and we will be re-

cruiting a new Contract and Legal Enforcement staff member.

CHARTING THE FUTURE

At the June 19th Minnesota State College and University Board of Trustees' meeting, the chancellor's fellows presented a draft report of long-term strategic directions for Minnesota State Colleges and Universities called "Charting the Future." The chancellor also sent it to many constituencies on that date, including all state university faculty. Of course most faculty



Connie Howard— IFO General Counsel since April 2008

were off campus because the academic year ended in May. If you did not see it in your e-mail, you can read it by accessing the link <http://www.mnscu.edu/strategicworkgroups/>. I have heard from faculty who have reviewed the document, and strongly encourage you to e-mail your views to me and your Faculty Association president if you have not already done so. *Due to a number of concerns regarding the dramatic changes proposed in the draft report an IFO subcommittee is in the process of preparing a response to the chancellor and the MnSCU Board of Trustees. We*

need to hear from you to ensure that the voice and views of the state university faculty are heard—not that faculty have strong views.

As background to this draft report, three work groups consisting of 46 individuals were convened by the chancellor and met during the past academic year. The IFO had one faculty member (Donna Brauer, Jim Grabowska and me) on each work group: Workforce of the Future, System of the Future, and Education of the Future, respectively. The ground rules for the eight group meetings were: be "bold," do not attribute comments to any individual, and do not repeat anything discussed outside the room ["what is said in the room, stays in the room"]. Many of our faculty comments stayed permanently in the room and did not make it to the draft report.

Furthermore, we were specifically instructed that we were not viewed as representing a constituency as reiterated in the transmittal letter (p. i) to the chancellor. Far reaching and lively conversations ensued concerning the future direction of our complicated MnSCU system, a system which offers 2,800 academic programs on 54 campuses granting a wide range of educational awards from certificates to doctorates. A lot of time, energy and thought went into this process, and our task now is to contribute to the debate and to ascertain what best meets the needs of our students, communities and the state.

(continued from page 2)

This draft report was embargoed by the System Office prior to its public release on June 19. Even though I served on one of the work groups, and despite several requests I was not given an opportunity to read the document prior to its public release. Donna, Jim and I are rather perplexed concerning some of the views, especially the “Recommended Strategic Directions” conveyed in this draft, because we do not recall discussing them in any of our groups,

Another serious concern is the chancellor’s proposed timeline which is to have the three work groups reconvene to review all the feedback and make revisions this fall. He plans to present a FINAL report at the October

MnSCU Board of Trustees’ meeting. Considering the very serious ramifications of some of the proposed directions, a thoughtful response from faculty requires much more time to give this draft the attention it deserves. The vast majority of faculty are just starting the new semester, with September possibly the busiest month of the academic year for them. The state university faculty need more time to give the chancellor and MnSCU Board of Trustees nothing less than their most constructive feedback. I have requested of Chair Hightower that the schedule be modified at the earliest to the November board meeting.

The challenge for us now is to help the chancellor separate the “wheat from

the chaff” regarding the six strategic priorities listed as well as the recommended strategic direction and to continue to lobby for the necessary resources to achieve them. At the June Board meeting, Chancellor Rosenstone thanked faculty and staff for our tremendous work, saying “they are the ones who make the magic happen on our colleges and universities.” So as faculty, let’s continue to keep pulling the rabbit out of the hat with the resources available to us while we work toward solutions that don’t involve illusion, but rather intelligent and properly vetted strategies that are the product of shared governance. All of us have a stake in this.

LEGISLATIVE UPDATE

Ifo Achieves Many Goals, but Big Challenges Lie Ahead

by Russ Stanton, IFO Government Relations Director, stanton@ifo.org

This has been a big year of progress on IFO goals. During the 2013 legislative session, which ended in late May, the IFO achieved many of its legislative goals, some of which we have been working for many years to achieve. These included:

Passage of the IFO Contract and a Pay Raise

After four years of no pay increases for faculty, the Minnesota legislature finally passed bills to ratify the numerous state employee collective bargaining agreements and compensation plans (for non-union employees).

The IFO agreement provides a total increase of 4.6% retroactive to the beginning of the 2012-13 academic year.

Passage of a Higher Education Bill—With a Historic Turnaround in Funding

This year’s higher education bill represented a historic turnaround in higher education funding, and it reflected IFO’s legislative goals (<http://ifo.org/governmental-legislative-relations/>) of providing funding to offset inflation, holding tuition rates flat, and restraining 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. The MnSCU institutions were the biggest winners. The new money is divided as follows: The U of M—\$78.5 million; MnSCU—\$102.328 million; 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.

In addition to increasing funding for MnSCU and the U of M, the higher education bill also 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.

The turnaround in higher education funding can be attributed mainly to 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.

Dayton could not have achieved his goals without the support of the DFL controlled legislature. Representative Gene Pelowski, Chair of the House Higher Education Committee delivered big time on his promises of containing tuition increases and controlling student debt. Pelowski also zeroed in on excessive administrative

costs including language in the bill to prevent future performance bonuses for MnSCU and U of M administrators.

Dream Act Passes

After years of struggle, the Minnesota Dream Act finally became 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. This is a goal that IFO has been pursuing for many years.

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



Same-Sex Marriage Now the Law

On May 14, 2013, Governor Mark Dayton signed the law legalizing same-sex marriage in Minnesota. The law took effect on August 1st. 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, including 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, etc.

This too has 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. In June, the United States Supreme Court struck down key parts of the Defense of Marriage Act (DOMA) which defined marriage as a union of one man and one woman. Implementation of the court's decision is still being worked out, but it appears that benefits under federal law, such as MDEA and HRA tax-free reimbursement of medical expenses, will be available to same-sex spouses, and the health insurance coverage received by a same-sex spouses will be not treated as taxable income. The State of Minnesota and MnSCU are still awaiting updated IRS guidance on these matters.

FUTURE CHALLENGES

Despite a very good session in 2013, higher education still faces some very big challenges, including:

Continued Funding Improvements

While funding improved substantially last session, state funding of the MnSCU institutions is still below where it was four years ago. In addition, the funding to attract and retain quality faculty is one-time money, not built into the ongoing funding base. It is very difficult to attract and retain quality faculty with one-time money. We made a good start in 2013, but we need to continue efforts to restore state support for public higher education.

Enrollment Declines

Overall, initial enrollment projections for MnSCU institutions do not look robust. Much of the enrollment decline seems to be related to demographics and a recovering economy. Institutions of all types around the country are seeing similar declines. This is not something to be taken lightly; declining enrollments lead to declining tuition revenue, which in turn leads to budget cuts and layoffs. The IFO is going to have to prepare for the possibility of future layoffs by finding new ways to be more efficient and looking at early retirement incentives to reduce the layoff of newer faculty members.

MOOCs

The latest trend to hit the nation is Massive Open-source Online Courses (MOOCs). These courses are being produced on platforms created by spin-off companies of prestigious institutions like Stanford University and the Massachusetts Institute of Technology, and feature “super-professors” delivering free on-line

classes. Last session the MOOC companies were able to get their courses exempt from state regulation provided the courses were offered for “free.” However, once they developed interest in MOOCs, the MOOC companies hired lobbyists who were able to convince legislators to define a course as “free” so long as the charge per course was less than 2% of the most recent average undergraduate tuition and undergraduate fees as published annually by the United States Department of Education (2% amounts to about \$370 per course in 2011-12).

At present, it is up to each institution to decide whether to grant credit for MOOC courses—but I anticipate pressure for that to change. Recently, a California legislator proposed providing financial access to higher education for low income students via massive on-line courses. And I expect further efforts to charge for MOOC courses. Some of these MOOC companies are for-profit, and investors are not going to invest in something that is given away for free—they will have to capture profits somehow. The ex-

pansion of MOOCs represents a challenge to the current model of higher education.

Charting the Future

Over the summer MnSCU released a discussion draft of a strategic planning document entitled “Charting the Future.” The plan calls for redesign of the MnSCU financial and governance models, with much more emphasis on centralization. It calls for state-wide facilities planning, a comprehensive statewide e-education platform for the delivery of accredited on-line courses, learning assessments, tutoring and advising, library and career placement services. It seeks “opportunities for new institutional arrangements through additional mergers, regionalized colleges and universities, co-location and other joint administrative or educational arrangements.” It also recommends consideration of merging bargaining agreements based on the type of work performed rather than institutional type.

RETIREMENT

IFO Sponsors Retirement Workshops

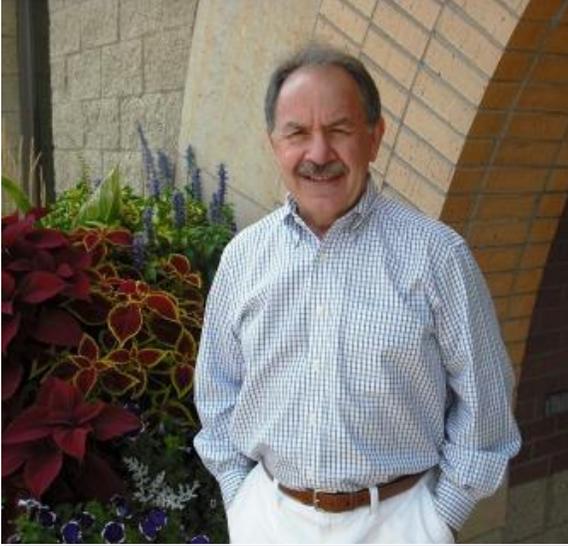
by Russ Stanton, IFO Government Relations Director,
stanton@ifo.org

For New/Newly-Tenured Faculty

All new faculty members have one year from the date of hire to select either the Teachers Retirement Association (TRA) or the Individual Retirement Account Plan (IRAP) as their basic retirement plan. The decision a faculty member makes can mean the difference of thousands of dollars per year in contributions, and hundreds of

thousands in retirement income, and is irrevocable unless a faculty member receives tenure. The choice can also dramatically affect portability of retirement benefits if a faculty member changes jobs. While both TRA and IRAP are good plans, they are designed for very different career patterns, and the plan that best fits a particular faculty member will vary depending on past pension coverage and/or anticipated future employment.

If a new faculty member has previous service under a Minnesota defined benefit plan such as the TRA, the Minnesota State Retirement System (MSRS), or the Public Employee Retirement Association (PERA), the default plan they will be covered by if they don't make a choice is TRA. For most new faculty members, who



If you see Russ on campus say, "Hello!"

do not have TRA, MSRS, or PERA, the default plan if they do not make a choice is IRAP. A few years ago the IFO succeeded in lobbying legislation that newly-tenured faculty get a second one-year window of opportunity to switch to TRA.

To help faculty members sort out which plan is best suited for them, I conduct workshops on each of the campuses every fall. At the workshops, I compare the IRAP and TRA plans feature by feature, explaining the differences in contributions, vesting, portability, risk, early retirement penalties, and withdrawal options. I also cover supplemental retirement and the Tax Sheltered Annuity and Deferred Compensation plans and explain the difference between the Traditional and Roth versions of those plans.

In addition to the workshops, I meet individually with any new or newly-tenured faculty member to go over their particular retirement concerns. To schedule an individual appointment, simply contact your local faculty association president or office <http://ifo.org/support-contacts>. Many of the new faculty retirement workshops will already have occurred as of the date of this newsletter. If you missed it or have additional questions please contact your faculty association office to schedule an individual appointment.

The workshops and individual appointments are free. IFO does not sell or endorse any products or services. The workshops are simply a service to the membership.

For Faculty Nearing Retirement

During September and early October, I will be conducting workshops on each of the campuses. The workshops cover a variety of retirement related subjects, including:

- The final year two-step increase for giving early notice
- The Early Separation Incentive (ESI)
- Severance pay
- Supplemental Retirement
- TRA acceleration and annuitization options.
- The tax free Health Care Savings Plan (HCSP)
- Phased retirement and the Annuitant Employment Program (AEP)
- Retiree healthcare options
- Paid up life insurance options

I will also meet with any faculty member who wants to discuss his or her particular retirement concerns. You can schedule an individual half hour appointment with me by calling your local faculty association president or office <http://ifo.org/support-contacts>. As with new/newly-tenured, the workshops and individual appointments are free. IFO does not sell or endorse any products or services.

Retirement Notice Deadline

The deadline for faculty to give notice of retirement in order to get certain retirement benefits, such as the final year two-step increase and the early separation incentive, is October 15th for a retirement to be effective after the academic year and before the start of the next academic year. Faculty seeking to enter phased retirement or the Annuitant Employment Program next fall must also submit their letter of application by October 15th of this year.

Campus Retirement Workshops and Appointment Availability

Campus	Dates	
Bemidji	Monday, September 16th	Tuesday, September 17th
Mankato	Tuesday, September 3rd	Wednesday, September 4th
	Thursday, October 3rd	Friday, October 4th
Metro	Friday, September 6 th (New Faculty Workshop)	
	Thursday, September 19 th (Minneapolis)	Wednesday, September 25 th (St. Paul)
Moorhead	Monday, September 9 th	Tuesday, September 10 th
St. Cloud	Wednesday, September 11 th	Thursday, September 12 th
	Wednesday, September 18 th	
Southwest	Thursday, September 5 th (New Faculty Workshop)	
	Monday, September 30th	Tuesday, October 1st
Winona	Monday, September 23 rd	Tuesday, September 24 th
	Monday, October 7 th	
Additional days will be added as needed to accommodate demand.		



CONTRACT

Recent Contract Changes Focus on a Family-Friendly Working Environment

by Pat Arseneault, Director of Grievance and Equity, arsen@ifo.org

Faculty should notice several improvements in the 2011-2013 IFO MnSCU contract. The contract language addressing parental leave in Article 18 was clarified to ensure that faculty who are birth or adoptive parents may take a full academic year for parental leave. Article 18, Section B also provides that parents may extend parental leave for an additional academic year. The provision applies equally to faculty who may be on a nine-month appointment; parental leave may be taken for the full nine-month appointment, and may be extended for a second full nine-month appointment. Though the leave for faculty parents remains unpaid at this point, the new contract language allows faculty parents to maintain seniority by continuing to accrue full years of service for seniority while on parental leave.

Faculty parents will also benefit from other improvements in the contract. Beginning this year, a full time faculty member who is on unpaid parental leave for one full semester will receive a \$1500 lump-sum payment as a way to compensate parents for losing some health care benefits provided only when faculty remain on the state's payroll.

For example, faculty taking unpaid parental leave continue to receive the employer's contribution for health care premiums only during the twelve weeks of leave that qualify under the FMLA (Family and Medical Leave Act). Faculty parents must pay the full cost of the premiums to continue health care coverage if faculty parents remain on leave following the conclusion of twelve weeks of FMLA leave.

Probationary faculty parents may now take advantage of new language that allows additional time before making an application for tenure in the event of the birth or adoption of a child or the placement of a foster child with the faculty member. Under Article 21, Section E, Subd 6.b.2, a faculty parent's probationary period will be extended by one year at the request of the faculty parent for the occasion of the birth or adoption of a child or the placement of a foster child with the faculty member.

Undoubtedly there is room for improving the working environment for faculty parents. These recent changes in the 2011-2013 IFO MnSCU contract signal a new focus on making the state universities more family-friendly for faculty.

Negotiations Begin for the 2013-2015 Contract

By Brent Jeffers, Chair of the IFO Negotiating Team, jeffers@ifo.org

The 2011-2013 Contract signed into law by Governor Dayton on May 24th has expired as of July 1, 2013. Contract negotiations for the 2013-2015 contract are underway; on July 10th and 11th, the IFO Negotiators met with the MnSCU Team to primarily discuss the contractual implication of the “Marriage Equality” law in Minnesota and the Supreme Court’s ruling that the Defense of Marriage Act (DOMA) was unconstitutional. We

Also at our July meeting, we engaged in Interest Based Bargaining (IBB) which resulted in agreement on three Tentative Agreements (TA) for the 2013-2015 contract. We are not able to provide details until each side has an opportunity to present the agreements internally –i.e., until we can inform the IFO Board and MnSCU can advise the Trustees - but there was a good start to this round of negotiations. Our opening proposal for this

Faculty Appointments after July 1, 2009

The 2011-2013 contract negotiations attempted to clarify language related to 9-month appointments. All full-time faculty who are hired after July 1, 2009, in probationary, athletic, and fixed term appointments are considered “9-month faculty.” Under Article 10, Section D, Subd. 1.1, 9-month faculty are to be available for scheduled assignments on 5 days of each week and the total of assigned days is not to exceed 168 duty days. When assignments go beyond these parameters, the contract provides that 9-month faculty receive extra duty day compensation for assignments on additional days per week and days exceeding 168 in total. Contact the [IFO office](#) for assistance if you believe you are scheduled for more than 5 days in a week or your assignment requires you to work more than 168 days without an adequate number of extra duty days in compensation. We ask that probationary faculty and faculty with athletic and fixed term appointments carefully review your appointment to ensure you are receiving all of the pay you are due. As we move forward with negotiations for the next contract, we hope to have a better understanding of current issues with regard to 9-month faculty appointments. If you have questions on this provision in the contract, please contact Tiffany Nelson, Legal Assistant in the IFO Office, at (651) 227-8442 ext. 13 or nelson@ifo.org.

Oscar Flores-Ibarra, Donna Brauer and Matt Hyle (left to right) prepare for a Negotiations session



presented legal and contractual questions related to same-sex marriage and IFO Benefits. Since many of our issues relate to dependent health coverage, the MnSCU Senior System Director of Human Resources and Labor Relations assured us he would forward our questions and seek answers from the office of Minnesota Management and Budget (MMB).

round of positional bargaining will be presented to the MnSCU Team on September 20th and 21st. We will also receive the opening proposal from MnSCU at this time. Both teams are committed to productive negotiations and working towards a settlement; a joint meeting is also scheduled for October 25th and 26th and the IFO has proposed meeting dates in both November and December.

Arbitration Decision on Use of Adjuncts

by Pat Arseneault, Director of Grievances and Equity, arsen@ifo.org

The IFO recently received an arbitration decision upholding the union's grievance charging that the employer violated Article 21, Section E, Subd. 3.a. by refusing to permit a faculty member in the Bemidji State University English department to teach English composition courses on overload, and instead hiring adjuncts to teach the courses.

Circumstances Leading Up to the Arbitration Award:

The faculty member was heading toward her planned retirement date and was trying to build up her highest five years of compensation for a better retirement under TRA. She requested to teach an English composition course on overload on several occasions during her final years of employment. The administration declined to allow her to teach on overload, and instead hired an adjunct to teach the course. The faculty member filed a grievance for missing the opportunity for the overload assignment, and the grievance was heard before Arbitrator Thomas Gallagher. The arbitrator determined that the grievant was qualified, willing, and available to teach the English course taught by an adjunct during two of the academic years in which she requested the overload assignment. The administration violated the Agreement by not permitting the grievant to teach the courses on overload.

As a remedy for refusing to permit the faculty member to teach the courses on overload, the employer was ordered to pay the grievant the total amount of compensation she would have received for the 3 credit overload assignment in two different academic years, and also to make up the difference for the amount she lost in her TRA benefit as a result of not being able to add the overload pay to her total compensation in the calculation of her retirement benefit.

The Arbitrator's Ruling:

Arbitrator Gallagher determined that the IFO MnSCU Agreement allows the employer to use adjunct appointments where there is a staffing need that is described in Article 21, Sec E, Subd. 3.a, as follows:

- 1) To meet temporary staffing needs due to enrollment increases for which normal full funding is not provided; or
- 2) To meet temporary staffing needs when faculty are reassigned to other duties or who are on sabbatical or on other leaves of absence; or
- 3) To teach courses requiring special expertise and/or to meet special programmatic needs of departments where such expertise and needs cannot otherwise be provided by the faculty within the department.

The arbitrator ruled that our IFO MnSCU Agreement gives the administration authority to use adjuncts only if there is a staffing need of one of the types described above, and there are no qualified faculty who are willing and available to teach who have not already exhausted the total overload limit of 5 credits per year nor exhausted the total load of 16 credits per semester as set forth in Article 12 of the Agreement. He found that the administration's decision to budget only for the use of adjuncts did not give the university license to pass over qualified, available faculty seeking overload assignments.

What This Means for Department Scheduling:

When departments have a temporary need to staff additional courses, chairs should determine if any department faculty are willing and available to teach the course(s) on overload. The administration cannot hire an adjunct to teach the needed course(s) if there are faculty who want to teach on overload who have not already exceeded the overload limit of 5 credits per year nor exceeded 16 credits total in the semester. In these circumstances, the administration may not hire an adjunct instead of offering the overload for the reason that it would be less costly.

MEMBERSHIP

FY14 IFO Member Dues and Fairshare Fees

By Donna Blake, IFO Controller, blake@ifo.org

FY14 IFO member dues and fairshare fees payroll deductions will start for most faculty on their 9/20/13 paycheck. If you don't have a union deduction taken from this paycheck, you should see one start in the next few paychecks. If not, please contact me at blake@ifo.org. You may also choose to pay your member dues or fairshare fees in one lump sum by mailing in a check payment for the full amount of your dues/fees by September 1st to the following address:

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

The FY14 member dues and fair share fees rates that were approved by the board can be found on our membership webpage at www.ifo.org/membership-information. Most full-time and part-time faculty will

have 16 payments deducted, and adjunct and community faculty will have 3 payments deducted. If you have any questions about when your deductions will start or stop, or what amount will be deducted, please contact me at blake@ifo.org.

IFO MEMBER ID CARDS

All faculty who have joined the union should have received an IFO member ID card at some point in the past few years. If you did not receive a member ID card, please let me know. New members who have recently joined should allow 1-2 weeks processing time for their new member ID card to arrive. If you have had a name change and would like a new member ID card, or have misplaced your original member ID card and would like a replacement card, please contact me at blake@ifo.org.

JOIN TODAY

To join the union, you can sign up instantly by using the convenient online membership application found on the membership webpage www.ifo.org/membership-information or by clicking on the "Join IFO" link at the top of the home page www.ifo.org. To check on the status of your membership, contact Donna Blake at blake@ifo.org.

CONTACT US

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