

Delegate Assembly Resolutions Achieved

Contract Goals

- CG.2022.1 **BE IT RESOLVED THAT THE IFO** provides that faculty members are entitled to have a union representative present during the ADA reasonable accommodation process and that they will be apprised of this right at the time they request a reasonable accommodation.
- CG.2022.3 **BE IT RESOLVED THAT THE IFO** negotiates for faculty to continue to retain voting rights in their departments and universities if, due to their temporary or permanent disability or FMLA leave, the faculty member has to drop to 50% or less time.
- CG.2022.4 **BE IT RESOLVED THAT THE IFO** negotiates contract language that protects the safety of all members in the IFO bargaining unit by specifying working conditions employers must provide to ensure safety.
- CG.2022.6 **BE IT RESOLVED THAT THE IFO** negotiates a broader definition of “family” that respects diverse cultural values.
- CG.2022.13 **BE IT RESOLVED THAT THE IFO** negotiates that when faculty travel for work purposes, their lunch costs be covered at the agreed-upon meal allowance rates when the employee is in travel status through the normal lunch period whether the travel involves an overnight stay or not. Also, that the hotel expense limits for 19B funds be eliminated.
- CG.2022.15 **BE IT RESOLVED THAT THE IFO** negotiating team will pursue new language that will count courses taught in-person and simultaneously via Zoom or other online mechanism at more than the normal credits in a faculty member’s workload or compensation.
- CG.2022.22 **BE IT RESOLVED THAT THE IFO** supports the right for departments/programs to choose their course method of delivery (for example, face to face, hybrid, hyflex, or online) without penalty, prejudice or exception, except where that choice conflicts with the demands of a public health crisis potentially entailing loss of life or limb.
- CG.2022.26 **BE IT RESOLVED THAT THE IFO** advocates for a contractual change so that the purchase of textbooks for community faculty, adjunct faculty, and faculty who are participating in educational programs are listed as a form of professional development.
- CG.2022.27 **BE IT RESOLVED THAT THE IFO** seeks to extend bereavement leave to cover pregnancy loss.

- CG.2020.9 **BE IT RESOLVED THAT THE IFO** negotiating team work to increase the initial amount of sick days credited to faculty at the time of employment. Not to be retroactive.
- CG.2020.10 **BE IT RESOLVED THAT THE IFO** negotiating team work to increase the number of class days adjunct and community faculty are allowed to miss due to illness without loss in pay. [Adopted by IFO Board 12/04/20]
- CG.2020.29 **BE IT RESOLVED THAT THE IFO** negotiate an increase in the employer's contribution to faculty HRA accounts.
- CG.2020.35 **BE IT RESOLVED THAT THE IFO** negotiating team seek to have disciplinary items from the personnel file removed after 5 years.
- CG.2020.49 **BE IT RESOLVED THAT THE IFO** remove from the contract the prohibition of duty days on Christmas Eve and Christmas. Article 10, Section D, Subd 1. Duty Days.
- CG.2018.35 **BE IT RESOLVED THAT THE IFO** negotiating team is directed to work toward a change in seniority calculations for faculty with contingent appointments who become resident faculty that includes all of their service in a contingent capacity regardless of breaks in service.

IFO Internal / Miscellaneous Goals

- MS.2018.20 **BE IT RESOLVED THAT THE IFO** Delegate Assembly stop using environmentally harmful four copy forms in favor of a more sustainable system.
- MS.2020.6 **BE IT RESOLVED THAT THE IFO** in being consistent with the IFO Equity and Inclusion plan, each campus Faculty Association shall diversify its Meet and Confer team to include equity caucus representation.
- MS.2022.10 **BE IT RESOLVED THAT THE IFO** include language requiring a message to the membership indicating a tentative agreement between the IFO and state negotiating teams was reached be made no later than 48 hours of such tentative agreement. This notification shall not override the requirement of the board to vote to make its recommendation and as such should include information specifying only that an TA has been reached, further details will be forthcoming, and outlining the process specified by the IFO statewide operating procedures for contract ratification."

Legislative/Government Relations

GR.2016.3 **BE IT RESOLVED THAT THE IFO** Government Relations seek input from equity committees in developing the legislative agenda, in particular, this session, expressing our support for the activists working to defeat the proposed transphobic legislation in regard to bathrooms.

MinnState Policy / Academic Affairs

MN.2022.9 advocates for a complete review of the Minnesota Transfer Curriculum (MNTC) only if it is led entirely by faculty.

MN.2020.24 work with the system office to advocate for changes to the MN Deferred Comp Savings Plan which would allow in-service faculty the opportunity to make Roth conversions prior to separation of service, as allowed by the IRS.

MN.2020.25 work with system office to advocate for changes to the MN State 403b TSA Plan which would allow in-service faculty the opportunity to make Roth conversions prior to age 59 ½, as allowed by the IRS.