



Minnesota
STATE COLLEGES
& UNIVERSITIES

Human Resources Guideline & Interpretation

Minnesota State College Faculty (Former MCCFA only) Strike Make-up Days

RET0004

Purpose: To clarify the Strike Make-up Day requirements for MSCF Former MCCFA Faculty.

Affects: All Community and Consolidated Colleges.

Authoritative References: December 19, 1983 Letter of Agreement between the State of Minnesota, DOER (now MMB), and the Minnesota Community College Faculty Association, MCCFA (now Minnesota State College Faculty, MSCF), and clarifying memoranda dated November 30, 1987 and December 14, 1993. All referenced documents are attached.

Required Forms: None

Responsibility for Implementation: It is the responsibility of the college president or designee to assure that the requirements of the letter of agreement are met.

Attachments: None

Introduction: None

Eligibility: Only MSCF former MCCFA faculty who were employed during the 1979 MCCFA strike qualify for this provision.

Clarification of the Make-Up Day Requirements:

The original (December 19, 1983) Letter of Agreement provides that "...if the faculty member chooses, shall serve three (3) days ***after the subsequent July 1 and no later than the subsequent September 30 where the faculty member is approaching ten (10), twenty (20), or thirty (30) years of service. The faculty member's assignment shall be determined by the college president. Faculty members serving retirement transition days shall be paid at the substitute teacher's rate of pay (outside the bargaining unit).***"

Prior to any college commitment to allow a faculty member to make up the strike days, the college must require that the **faculty member produce** confirmation from the Teacher's Retirement Association, TRA that these additional days are necessary in order for the faculty member to meet the ten (10), twenty (20), or thirty (30) years of service or Rule of 90. Absent such documentation, the college should not approve the make-up days.

The two subsequent memoranda suggest that these strike make-up days can be worked "prior to time of retirement" and "during semester breaks prior to retirement." Irrespective of these statements, TRA rules governing when these days apply prevail. Thus, any time requested to be worked prior to retirement should only be approved upon written confirmation from TRA that the time worked will, in fact, create the desired result of applying toward the 10, 20, 30 year or Rule of 90 requirements.


"Make-up" days may not be approved in order to meet any other length of service requirements.

The faculty member's assignment during these three days must be approved by the college president or designee, in advance.

Make-up days approved and worked MUST be paid at the substitute (non-bargaining unit) rate of pay.

Approved: January 8, 1998

Revised: June 17, 2009



Vice Chancellor, Human Resources

June 17, 2009
Date