APPENDIX C
Letter of Understanding

Between
Minnesota State Colleges and Universities
and
Inter Faculty Organization
Grievances

The parties to this Agreement agree that with respect to filing and processing of grievances the implementation of the Agreement between the Minnesota State University Board and the Inter Faculty Organization effective July 1, 2017, to June 30, 2019, shall be as follows:

1. Any grievance which was filed in an otherwise timely fashion prior to the date of ratification of the 2017-2019 Agreement will be subject to interpretation in accordance with the 2015-2017 Agreement between the parties, and shall not be made invalid solely by any changes in the 2017-2019 Agreement.

2. Any act or omission by any administrator which occurred prior to the date of ratification of the 2017-2019 Agreement shall not be considered a basis for a valid grievance solely because of alleged violations of the 2017-2019 Agreement, but shall be the basis for a valid grievance, if filed in a timely fashion, if the allegation is that there was a violation of the 2015-2017 Agreement in effect at that time, except as otherwise provided in paragraph 1 of this Letter of Understanding.

Brent Jeffers, Chair, IFO Negotiating Team

Date

James Grabowska, IFO President

Date

Patrice Arseneault

3/14/18

Date

Christopher Dale, Chair, MnSCU Negotiating Team

Date