

MSP Board & Rep Meeting

August 4, 2020

Board: Eve Weinbaum, Kate Hudson, Sigrid Schmalzer, Jen Adams, Marc Liberatore, Jeremy Smith, Asha Nadkarni, Jeanne Brunner, Christine Turner, Kevin Young, Maciej Ciesielski, Michael Ash, Zerha Fareen, John Staudenmayer, Caleb Rounds, Elaine Wang, Paulina Borrego, Tristram Seidler

Reps: Martha Yoder, Tom Roeper, Christine Hatch, Pablo Visconti, Mike Knapp, Laura Attanasio, Neal Katz, Jacquie Kurland, Joshua Michal, Maria Barbon, Jasmine Kerrissey, Bradley Baker, Laura Ciolkowski, Zehra Fareen, Lisa Depiano, Maria Barbon, Luis Marentes, Ruth Jennison, Steve Eyles, Boone Shear, Atul Sheel, Adena Calden, Yi Feng, John Hosp, Heidi Bauer-Clapp, Karen Kurczynski, Lisa Depiano, Lorraine Cordiero

Staff: Emily Steelhammer, Mickey Gallagher, Heather LaPenn

Updates

MTA Forum last night

- Marty Meehan pulled out at the last minute
- a dozen legislators attended

Funding/Budgets

- state has passed a three-month level funded budget;
- state budget is not in dire shape at this point; waiting to see what the federal government is going to do;
- worst (Republican) version of the federal package still has enough funding for states and higher ed to keep level budget; our legislators are telling us that there is enough in the rainy day fund to keep funding level;
- in addition to state funding, tuition numbers seem to be steady; other sources (room & board, grants & contracts) will be affected.

Safety & Health

- all PPE is being provided by the campus; enough hand sanitizer, wipes, enhanced cleaning; HVAC heating & ventilation systems - will be getting a spreadsheet from EH&S looking at buildings. Some buildings will continue to be locked (those with less healthy HVAC). Library - most will not be working on-campus.
- Testing - any faculty or staff with symptoms should go to UHS. Very fast turnaround. Asymptomatic testing in the process of being organized in the Mass. room in the Mullins Center. Would like to test everyone who will be on campus every week. Still be worked out with unions if this can be required, rather than recommended. Students will also be

tested weekly. No campus-wide antibody tests on campus, but available through an outside company.

UMass Unions United

- All unions agreed that there is no need for layoffs or cuts until at least November. Exceptions could be auxiliary services. 400 employees in dining got letters saying we're not sure that there will be work available.
- No cuts have been mandated from the administration, any current cuts are voluntary and some department chairs/heads are willingly doing so
- Lobbying for more money at the state and federal levels
- GEO is talking about doing a work to rule action which could affect faculty
- RAs and peer mentors are also in bargaining - they seem to be pretty close to reaching an agreement
- A lot of student work around racism - we will stay in touch with them to see how we can be supportive

Bargaining Updates

Contract bargaining

- Quality standards are problematic; transcriptions required - problematic; calls for synchronous - problematic; they can't use these to decide who gets workload adjustment
- Administration is saying that new faculty should not be eligible. We are pushing back.
- "Making whole" - MSP's position which we thought we had an agreement on is \$7,000 payment vs. \$5,000. We will push back.
- More bargaining in the coming year for the next contract; focus on gender and racial equity

Impact Bargaining

- Calendar: Dec. 14 - January 18 will be the period of non-responsibility.
- 12-month folks will get three comp days for lost holidays
- For holidays we suggest using Labor Day to talk about labor issues and use Indigenous People's day as a teaching tool

Parking

- Unions filed a grievance about increases
- Other unions - everyone would pay half for fall; we would probably go for this (the administration wouldn't let us all negotiate together.)

Access to Office

- Recently changed. Faculty should be able to access their offices (we were told this yesterday.)

All-In

Board Coverage for Departments Without Reps

- We want to make sure that every department has coverage and an identified MSP Board member or rep.
- For departments without a representative please volunteer to be the substitute rep that department (until there is a rep from within the department).
- Sign up here:
https://docs.google.com/spreadsheets/d/1J3lvFmkTvZLpBVj8mOXKC_A4f5qFrDcthRjpJrtI1r8/edit?usp=sharing.
- If you know someone in a department without a rep, please suggest them and contact them to ask them if they will be the rep. If you are suggesting someone, please be sure to put your name or initials next to who you suggest so that we know who is following up with them.

New Employee Outreach

- One of the most important outreach tasks at the beginning of the year is to new employees, especially those who don't fill out their paperwork to join right away.
- Emily has emailed each rep or board member with the new hires that have come through orientations for your department (she will continue to get more names from HR throughout the summer).
- Please contact your new faculty and set up a Zoom to welcome them, introduce yourself as an MSP contact and share why you think the MSP is important (for example: negotiations around COVID, one-year contract benefits, work-life benefits etc...).
- For non-members, please encourage them to sign a membership form. If you feel uncomfortable making the ask, please let MSP know so that someone from outside your department can ask them as we do more all-in organizing throughout the semester.

MSP at Fall Faculty Meetings

- Every semester MSP asks department chairs/heads to be on the agenda for one of the first faculty meetings of the semester so that we can give MSP updates.
- Please sign up to give updates for departments:
https://docs.google.com/spreadsheets/d/1eH8HgadY8CM_VdbP-0Q2WQ_MHEddM6EOYA48ygrYo7E/edit?usp=sharing.
- If you sign up, please email the chair to ask for 10-15 on an upcoming meeting
- MSP will provide talking points