

## **MSP Board & Reps Meeting Minutes**

March 23, 2022

**Board:** Eve Weinbaum, Marc Liberatore, Asha Nadkarni, Clare Hammonds, Dean Robinson, Jacquie Kurland, Jeanne Brunner, Jenny Adams, Jeremy Smith, Kevin Young, Michael Ash, Paulina Borrego, Priyanka Srivastava, Sigrid Schmalzer, Tristram Seidler, Kate Hudson, Christine Turner, John Staudenmayer, Sandy Litchfield

**Reps:** Adena Calder, Christine Hatch, Colleen Kuusinen, Ela Gezen, Ezra Markowitz, Jennie Donahue, Jim Hicks, Karen Kurczynski, Laura Attanasio, Lisa Modenos, Luis Marentes, Luke Bouvier, Mike Knapp, Neal Katz, Peter Beltrano, Priscilla Maria Page, Steve Eyles, Yi Feng, Laura Ciolowski

**Staff:** Lori Reardon, Mickey Gallagher

### **Bargaining Updates**

We are happy to announce that we have a tentative agreement. While we don't have a deal yet, we are very close. What we have now is a framework; the bargaining language still needs to be finalized.

### **Where We Were Last Year**

- Governor Baker originally offered parameters of 1%/1%/1% plus a bonus.
- Unions protested and parameters eventually increased to 2.5%/2%/2% plus a bonus.
- Administration offered MSP only 1% raises across the board, with the remaining funds to go to a merit pool, half of which is controlled by deans
- Administration said we'd only get the statewide parameters and our other demands if we agreed to significant takebacks...
- Increase probationary period for NTT faculty from 3 years to 6 years before continuing appointment, with required review process and criteria (later amended to 4 years)
- Require rigorous process like tenure for promotion to Senior Lecturer, including external and internal letters and standard of "excellence" in teaching and service
- Expand use of titles including Visiting Assistant Professors, Advance Trainees, Senior Fellows, with no job security nor right to Continuing Appointment
- Academic calendar: Start the academic year on August 25
- Make all faculty and librarians mandatory reporters under Title IX

### **MSP's Response**

- Pushed back on all proposed takebacks in bargaining
- Brought NTT faculty to testify at bargaining about their work and why the administration's proposals are bad for UMass programs, students, and faculty
- Brought experts on Title IX to testify at bargaining about how it harms survivors to eliminate their control over the reporting process

- Circulated letter from feminist scholars about Title IX policies; signed by almost 100 faculty members
- Regular member updates (all forwarded to administration) including your updates to departments; regular information shared at department meetings; regular MSP reports at Faculty Senate meetings, etc.
- Prepared grievances around workload/staffing and other issues
- On-campus multi-union action around health and safety and demanding fair contracts, with media attention
- Planned letter-writing to key administrators responsible for bad proposals; informed administration of plans
- Scheduled emergency membership meeting to mobilize members – postponed to allow negotiations
- Many angry emails to administrators about mask policy and process
- Planned escalation including protests at UMass events for incoming students
- Administration said they wanted to “avoid unrest”

#### Staff Unions (PSU, USA, AFSCME)

- All have settled contracts, ratified, sent to the legislature for funding
- All got the statewide parameters (2.5/2/2 raises plus bonus)
- All dropped the joint coalition proposals (salary, climate change, full staffing, etc.)
- None were forced to take major concessions
- None got significant improvements in wages, working conditions, or benefits
- Other state universities and community college units also settled for same parameters and not much else

#### Money

- July 1, 2020: 2.5% raise
- July 1, 2021: 2% raise
- July 1, 2021: one-time “Covid recognition payment” of 1.5% or \$1,000, whichever is higher (for employees on payroll at contract ratification time)
- July 1, 2022: 2% raise
- FULL retroactive pay = lump sum of 6% due upon signing, plus 2% more in July
- Possibility of “hazard pay” bonus of \$1,000 for on-campus employees during 2020-21 – depends on state funds

#### Progress on Gender & Racial Equality

- Require departments to develop equitable workload plans
- Holistic teaching evaluations – design process to be implemented in fall 2023
- Multi-union committee to recommend childcare improvements
- Increase MSP childcare and elder care assistance fund to \$150,000/year accessible for all bargaining unit members
- Implement new pay equity process
- Equity for Clinical Nursing faculty – clinical credits count as regular course credits

## More Progress

- Eliminate waiting period for parental leave for all eligible MSP bargaining unit members (previously NTT faculty had a three-year waiting period)
- Mid-career fellowships: create one-semester teaching release program to facilitate the promotion of women and underrepresented groups from Associate to Full Professor
- Equalize fellowship access; guarantee topping off for prestigious awards
- Librarian equity in eligibility for internal awards and seminar opportunities
- Reduce race and gender inequities upon hire by recommending candidates meet with MSP for advice on negotiations and union contract
- MSP conduct confidential exit interviews with all faculty/librarians who leave UMass
- Increase salary floors for librarians at all ranks.
- Increase salary floors for starting lecturers, and full professors
- Climate justice: Multi-union-administration parking/transportation committee to consider bicycle and pedestrian accommodations, year-round transit service to facilitate non-automobile commuting, EV charging stations, Occasional Parking Permits and carpool programs, and PVRTA service, including free bus service during summer
- Buildings and facilities: Strengthen health and safety language in contract; specify remedies for “sick buildings” and unsafe space (TBD)

## Compromises on Administration Priorities

- Academic calendar: If the Faculty Senate approves a schedule that begins before September 1, MSP will engage in expedited bargaining
- Title IX: No change to reporting rules. Faculty will include language in syllabus indicating if we are mandatory reporters, and provide information about confidential resources for students
- Continuing appointment: Remains after 3 years. Agree to clear process and standards (TBD)
- NTT titles: Agree to working titles that retain all rights of lecturers; clarity on clinical faculty outside the College of Nursing
- AFR/ALR: Agree to postpone new system; involve MSP in process. Option of providing updated CV and narrative statement. Opt in to data mining.

## For Next Year

- Economic improvements: raises to meet cost of living; merit pay; longevity pay; increase salary floors and promotional bumps
- Dental, vision, hearing benefits
- Online education issues, including UWW instructors in the MSP; defining multi-modal teaching; fair compensation; respond to “Flexible Learning”
- Teaching tenure track; NTT service by years not FTE; increase professional improvement fellowships
- Continue work on climate justice, childcare access, gender/race equity
- Full staffing and increasing permanent faculty and librarian positions
- What else...??

THANK YOU to the amazing bargaining committee and staff

- ASHA NADKARNI
- JACQUIE KURLAND
- K. ZDEPSKI
- MARC LIBERATORE
- EVE WEINBAUM
- LORI REARDON
- MICKEY GALLAGHER

#### Questions & Comments

- Steps/merit - make sure we keep this on the list for next round (we used to get an extra 0.5% in lieu of steps)
- Make sure exit interviews include librarians
- No increase in computer replacement fund - administration believes colleges should not be depending on Chancellor/MSP funds for replacements
- Pay equity - \$800,000 on the table. Marc has been going through the numbers department by department.

#### Next Steps

- Will present framework at Friday's membership meeting
- Will hold an information session about the agreement on Tuesday, 3/28
- Schedule ratification vote (within a couple of weeks.)

#### Calendar Committee

- commencement on Memorial Day weekend 2023

#### Masks

- Communications around the lifting of the mask mandate was a mess.
- In violation of our agreement, considering filing unfair labor practice charge
- Accommodations have been mis-handled, with people given the wrong information (e.g., told that accommodations were not available for people whose household members are immunocompromised, or only "blood relatives" count.)

#### UMass Climate Change Interviews - Opportunity to Participate

- Faculty and Librarians are invited to share their perspectives on UMass climate change efforts!
- You are invited to take part in an interview or focus group as part of a project led by Prof. Krista Harper and students in her qualitative research methods class.
- The study explores how librarians and faculty experience campus infrastructure at UMass and to understand their views on plans to retrofit existing infrastructure to eliminate carbon emissions by 2032.
- Your participation will inform MSP and UMass Campus Planning as they plan ahead for campus infrastructure projects.

- You will also receive a \$10 Tango e-gift card that can be used at major online retailers (Apple, Amazon, Target, Starbucks, eBay, etc.).
- Please sign up by Tuesday, 3/22! To sign up for an individual 30-45 minute Zoom interview between March 23-April 2, please fill out [https://umassamherst.co1.qualtrics.com/jfe/form/SV\\_bHP4npReAUDK9RI](https://umassamherst.co1.qualtrics.com/jfe/form/SV_bHP4npReAUDK9RI)

### **Upcoming Events**

#### General Assembly

- Monday, April 25, noon-1:30 p.m. in the Campus Center

#### MTA Annual Meeting

- May 20-21 in Boston (remote option possible)
- Send email to [msh@umass.edu](mailto:msh@umass.edu) if interested in attending or being an alternate