

MSP Executive Board Meeting Notes

January 29, 2020

Present: Eve Weinbaum, Christine Turner, Sigrid Schmalzer, Paulina Borrega, Kate Hudson, Asha Nadkarni, Maciej Ciesielski, Tristram Seidler, Jeanne Brunner, Clare Hammond, Erica Scharrer, Kevin Young, Sandy Litchfield, Jeremy Smith

Staff: Lori, Heather

Guest: Dave Gross

A. Approval of Minutes from 12/11/19

Erica moved to approve the minutes, Clare seconded, approved unanimously.

B. Bargaining Updates

We've begun bargaining. Right now it's about everyone putting things on the table. We're sending out updates after every session (thanks, Asha!). The administration gave us a whole list of articles they don't want to open, but there are a bunch that we have on our list (e.g., librarians, workload.) We went through our general categories (eight) and gave our principles for each one. They shared their big categories as well which include:

- NTT (continuing appointment, promotion, adding titles, professional improvement leave, (including option for partial fellowships)
- diversity equity & inclusion (more climate surveys, how to address internal issues among faculty, more detailed descriptions of professional responsibilities & conduct, support for joint appointments)
- improve operational efficiency & effectiveness (need to be more independent from the state, change AFR process - outsource to private company)
- online courses (royalties, incentivize course development, compensation for online/multimodal courses)
- HR/administrative burdens
- Adjustments to sick leave policies and sick leave bank)
- compensation (propose different ways to recognize merit for the past years, pre-emptive retention raises, "exceptional" merit, wages - some interest in some part of compensation as a flat amount)
- interest in timely settlement of the contract.

C. Higher Education Conference Debrief

Christine, Marc, Lori, Heather attended. Heather distributed document outlining suggested ways that all UMass unions can coordinate in bargaining (for board discussion)

- Communication - within the groups, and outwards
- Common proposals - PFML, leave benefits, climate change, race and gender equity
- Coordinated Actions

- Timing - coordinated settlement strategy, is this the best strategy?

Strategy to support other unions on campus - invite leaders/members of the other unions to come and talk with us, all unit meeting in February. FSU has been reaching out to us to work together, new bargaining team

D. Department Visits

Sign up! Tristram has had a hard time getting on dept meeting agendas. Perhaps send contract language. Asha went to Philosophy and English, they were excited to hear about bargaining. Does anybody know people in Psychology? It's been challenging to get on their meeting schedule. Erica will reach out to contacts there.

E. Lobby Day

Monday, March 2 is Lobby Day. Last year we had about 50 people and other than the school bus we rode on, it was a good experience. Mindy Domb suggested doing a legislative briefing about issues (such as NTT, people have no idea what an adjunct is; Christine also wants to highlight dearth of librarians.)

Retirees

David Gross spoke about the new retiree group, people are excited about getting more involved, working on oral history project for possible 45th anniversary event, planning a panel for people considering retirement. Retirees can be tapped to help in all sorts of ways and they are eager to do so.

Western Mass Labor Union Legislative Breakfast

Friday, February 28 in Chicopee, higher ed will be one of the three issues highlighted. MTA has purchased a table for us (10 seats available) Clare, Sigrid & Christine will go. If there are other folks who might be interested, encourage them to sign up.

F. Cherish Act Trivia Night

Fun way to build some energy in the community about the Cherish Act. Questions focused on higher ed. Teams can include faculty/librarians, legislators, and community members, etc. Probably sometime in March, perhaps in Easthampton or Amherst. Erica, Christine and Clare volunteered to help

G. MSP 45th

Looking for volunteers to help plan an event probably in Spring 2021. Sandy & Erica volunteered to help.