

## **MSP Board & Rep Meeting - February 16, 2022**

**Board:** Jenny Adams, Kate Hudson, Sigrid Schmalzer, Marc Liberatore, Eve Weinbaum, Michael Ash, Jacquie Kurland, Christine Turner, Kevin Young, Jeanne Brunner, Asha Nadkarni, Steve Eyles, Clare Hammonds, John Staudenmayer, Tristram Seidler

**Reps:** Pablo Visconti, Christine Hatch, Neal Katz, Peter Beltramo, Paulina Borrego, Karen Kurczynski, Lisa Modenos, Luis Marentes, Jennie Donohue, Luke Bouvier, Om Prakash Dhankher, Sandy Litchfield, Yi Feng, Jen Sandler, Leonora Thomas, Ezra Markowitz, Zara Fareen, Laura Attanasio, Colleen Kuusinen, Boone Shear

**Staff:** Lori Reardon, Mickey Gallagher

### **Bargaining Update (Marc)**

There are many areas of partial agreement or progress, including:

- Workload guidelines
- course is a course (clinicals)
- better holistic teaching evaluation language
- more childcare and elder care assistance
- mid-career fellowships for those preparing to apply for full
- topping-off for prestigious external fellowships if they don't cover salary
- reduced parental leave wait periods (important for NTT, three years)
- more expansive health/safety language
- union reps on parking advisory board
- FMLA/sick leave bank procedural review
- Expedited tenure review for hires with tenure elsewhere

In general, these are not economic gains or costly to the university. Now we're into the administration's remaining priorities:

AFR/ALR revisions - the Provost's committee delivered a letter to the Provost which includes:

- ALR, changes appear uncontroversial
- AFR changes more controversial, including system outsourced, many more drop downs, checkboxes, more, more, more, AFR may be mined to populate other University databases. We have workload & privacy concerns but if these can be worked out it may not be a hill to die on, but tie to merit raises (since many faculty connect the time spent on AFR with merit)

### **Title IX**

- Admin wants all faculty to be mandatory reporters
- This proposal conflicts with recommendations from campus experts
- Concerns from faculty whose coursework may spark disclosures

#### Periods of responsibility/calendar

- Administration wants the ability to start the semester in August to allow for a six-week winter term and keep graduation on the second weekend in May
- Burden for parents with small children, no school, few childcare options before Labor Day
- Faculty Senate rejected a more moderate proposal (Sept 1 start date)
- Faculty Senate/admin currently working on compromise - 5-week winter term, third week of May commencement for next AY

#### NTT time to continuous appointment

- 4 years rather than three (1-2-2 rather than 2-2 or 1-1-2)
- Much higher formal standards akin to tenure review
- No clarity/data about what problem this is solving
- A pure "take back"
- No engagement with our counters (tenure teaching track, or keep at three years with a formal but less-rigorous-than-tenure review.)

#### Economics

- Year 1 - 2.5% ATB (2.0% + 0.5% offset for PFML) and a one-time 1.5% bonus or \$1,000
- Year 2 - 2% ATB
- Year 3 - 2% ATB
- No merit for previous contract or this one

#### Remaining MSP financial priorities

- Merit, to cover previous and current contract years (2017-20, 2020-2023)
- Increases to floors and promotional increments
- Longevity pay (a small additional yearly raise for people in terminal ranks)
- Increases to computer replacement fund

#### **Other Massachusetts State Unions** (Eve)

- State unions were told that they would need to settle by (last) November to get into the supplemental budget
- Some settled for nothing other than governor's parameters, but they STILL haven't gotten their raises
- Other unions were told last week that they needed to settle now to get into the next supplemental budget. As a result PSU settled, basically got \$, but nothing else
- This matters because we had a lot of common proposals that were left behind (e.g., campus closure in week between Christmas and New Year's)
- Once one unit settles, it's clear that they aren't going to give these to us
- PSU might get raises before others on campus, puts additional pressure on other unions to settle.

**Next Steps for Bargaining** - we will keep pushing at the bargaining table, but suspect that we will need to ramp things up. We've seen an abrupt change from administration at the bargaining table. Up until relatively recently we were somewhat optimistic about a reasonable bargaining process. Once other unions started settling, the administration changed tack, basically saying "you'll take our proposals and like them."

**Legal Track** (Mickey) Institute impasse procedures (MA Division of Labor Relations).

Process:

- Determine that you are at impasse. Either one party or both can go to the DLR saying we are at an impasse. DLR appoints a mediator (this takes time, minimum 3-4 months).
- Mediator meets with the parties separately. Success rate is low at this stage.
- Next stage: fact finding. Mediator certifies that the parties are at an impasse. Fact-finder appointed by DLR makes recommendations. Recommendations are advisory, not binding. If unresolved after 10 days after the receipt of the findings, the DLR makes the recommendations public.
- Back to mediation. If still not resolved, Employer able to implement last, best, offer (before you entered into any of this process.) Usually not a good option.

### **Organizing Track**

- Important time because it will set the tone for labor relations going forward for whoever comes in as Provost
- This is an opportunity for us to really have an impact (Mickey the eternal optimist)
- Step things up in terms of communication to members
- There is something in here for everyone to get upset about
- Bargaining session scheduled for Friday - should we go, should we not go? Schedule an action instead? We will go, but we will use this session to basically put the administration on notice.
- Emergency member meeting?
- We should all talk to 3-5 folks.

**HR** - staffing is terrible, and movement for hiring is slow. Two compensation specialists just left, now everything on campus is going to be even more jammed up.

**MTA Meeting**. Please sign up. Hotly contested. Still slated to be in Boston. Send a note to Lori at [MSP@umass.edu](mailto:MSP@umass.edu), if you are interested in being a delegate. We have ~ 30 slots. The group stays at a hotel in Boston and we have a nice meal

**General Assembly** - April 25, noon-1:30 p.m. @ the Campus Center!