

MSP Executive Board & Department Reps - February 10, 2021

Board Present: Eve Weinbaum, Marc Liberatore, Asha Nadkarni, Jenny Adams, Michael Ash, Christine Turner, Clare Hammonds, Dean Robinson, Maciej Ciesielski, Paulina Borrego, Kevin Young, Tristram Seidler, Priyanka Srivastava, John Staudenmayer, Jeanne Brunner, Jeremy Smith

Department Reps Present: Jasmine Kerrissey, Luke Bouvier, Pablo Visconti, Maria Barbon, Neal Katz, Christine Hatch, Steve Eyles, Karen Kurczynski, Caleb Rounds, Yi Feng, John Hosp, Steven Brewer, Toussaint Losier, Luis Marentes

Staff: Lori Reardon, Mickey Gallagher, Emily Steelhammer, Heather LaPenn

Guest: Matthew Rattigan

Approval of minutes from 11/4/2021. Motion to approve from Marc. Second by Asha. Approved unanimously.

Updates

Covid on Campus

- Number of cases on campus exploded last week - almost 500 cases. Most traced to a big frat party.
- Five residence directors were asked to move at short notice.
- Students are self-sequestering on campus, not allowed out except to get food or medical appointments, can't work at their jobs (both on and off campus.) Will last at least two weeks - some face-to-face courses may go remote for the rest of the semester. No metrics for when they might send people home.

Staffing

- We've been pushing back on on-going staff furloughs, including residence directors who could have played a role
- Still 105 in PSU or USA that are still on furlough on reduced hours.
- People in academic departments have been reinstated after significant pressure from MSP and faculty in affected departments, including threatening to file grievances.
- People from the multi-union campaign are contacting each of these folks to see what their situation is (some don't want to return right now because they would have to come back on campus and they don't feel comfortable.) There are actions around Bring Staff Back being planned, including a teach in/teach out, a car caravan to support staff.

Meetings with Legislators

- Planned jointly by unions on campus (and the system). We want to put pressure on the administration to use stimulus funds to bring back staff.

- Meeting this week with staff from Senators Warren & Markey; Christine Turner & Kate Hudson attended the meeting as MSP reps.
- There are also meetings planned with state legislators. If you are in Pat Duffy and Jake Olivera's districts, let us know. We'd love to have you attend the meeting.

MSP Leadership Update

- Last fall we talked about our desire to broaden our leadership and strengthen transition plans.
- Marc Liberatore is now acting co-President for the semester.
- Asha Nadkarni has agreed to be our grievance officer.
- If you're interested in taking on a new role in MSP, please come talk to us!

Report Backs

- Marc, CICS, reached out to 9 non-members in his department, 3 joined. Department meetings - lots of support for raises as being an important bargaining topic.
- Jen - has set up two appointments, including one in accounting. Would be happy to follow up with people she met with through new employee orientation.
- John S, math/stat, 19 are visiting assistant professors making \$40-45k. They aren't sure why they are part of MSP and not post-docs. Four permanent faculty are non-members, most said they were planning on joining either immediately or next year. This is on the bargaining table.
- Jeanne, concerns in the College about not having funding for incoming doc students, being told that they can't admit grad students
- Christine - met with a group of six librarians to plan how to approach the librarians, this group splitting up contacting each member over the next month.
- Christine Hatch, would like to hear more about the dues abatement process.
- Michael, economics. Commitment was to talk to someone in Finance, getting up the nerve to contact that person.
- Luke, talked to the one holdout who was an agency fee payer, who is close to retirement, and very unlikely to join. Faculty concerned that they won't be able to take the workload adjustment due to staffing levels.

Bargaining Updates

Reminder of where we were at when we paused bargaining

- Pay raises
 - Across the board
 - Merit to cover 2017-23
 - Increase in salary floors and promotional increments
- Dental/vision benefits
- Gap GIC coverage for first 60 days of employment
- NTT Proposals
 - Explained access to professional improvement leave for Sr. Lecturers
 - Maximum ratio of tenure-track to NTT
 - Continuing appointment/promotion by semesters, not FTE

- Teaching tenure track
- All Sr. Fellows & Sr. Research Fellows in the bargaining unit
- All Visiting Assistant Professors in the bargaining unit
- Online Education
 - Defining multi-modal as two courses
 - Payment or workload adjustments for developing online courses
 - Compensation for canceled courses (kill fee)
 - All (non-student) UWW instructors in the MSP bargaining unit
- Gender & Racial Equity
 - Equitable workload process
 - Increase pathway hires; multiple hires in department
 - Revise clinical nursing teaching loads
 - Equalize start-up and retention offers by race and gender
 - Increase funds for pay equity adjustments
 - Make discrimination subject to grievance procedure
 - New hires meet with MSP (help w/ negotiation)
- Climate Justice & Sustainability
 - Close campus the week of Thanksgiving and between Christmas & New Years
 - Food services (reduce waste, meatless Mondays, no plastic water bottles)
 - Buildings - energy efficiency
- Holistic teaching evaluations
- Crisis response plan
- Sabbatical credit for non-sabbatical semesters
- Fellowship leaves cover pay and benefits
- COVID-related issues
 - Automatic TDY extensions for 2020-21 year
 - Workload adjustments or other compensation for F2F faculty
 - SRTIs optional for reviews that include Spring 2020-Spring 2021
 - Full staffing of our departments and libraries

Comments about bargaining

- Building maintenance is a huge issue. LGRT water leak recently caused a lot of damage to offices and labs.
- Concern that pathway hires are being used to skirt around search processes
- Afro-Am had a robust discussion about racial & gender inequities

Save the Date

MTA winter skills conference: Jan-March 2021

<https://massteacher.org/events-and-conferences/union-skills>

MSP open forum: 3/5/21, 4/2/21, 5/7/21; 12:00pm-1:00pm,

<https://umass-amherst.zoom.us/j/92452221421>

MSP BOARD/REP SPRING 2021 MEETING SCHEDULE

(8:45am-10:00am via Zoom)

<https://umass-amherst.zoom.us/j/534375874>

2/10/2021

2/24/2021

3/10/2021

3/24/2021

4/7/2021

4/21/2021

5/5/2021