

## **MSP Executive Board Meeting – November 10, 2021 -- IN PERSON MEETING (CC 804-08)**

**Board:** Eve Weinbaum, Marc Liberatore, Asha Nadkarni, Jen Adams, Sigrid Schmalzer, Christine Turner, Jacquie Kurland, John Staudenmayer, Jeanne Brunner, Claire Hammonds, Paulina Borrego, Kevin Young, Michael Ash

**Staff:** Emily Steelhammer, Lori Reardon, Mickey Gallagher

**Approval of minutes from November 3, 2021:** Motion made by Jeanne Brunner; seconded by Jen Adams, unanimously approved.

### **Health and Safety Updates**

- Mask mandate? It is not ending – according to Jeff Hescock things are working fine and there’s no reason to change the rules for this semester. Staff unions also want to keep the mandate in place. Frustrating thing is that there’s been no communication about this.
- MSP thinks it should be left in place for the beginning of next semester.
- Administration is playing a bit of a political game because the mask mandate has been lifted in some places. But it seems like locally mask mandates are not going to be lifted, nor are campus ones.
- Booster shots: right now CDC is only recommending for certain groups. For the moment we are assuming that boosters are not required by the administration but if CDC guidelines change this would also change. We are all eligible but for the moment the booster is not required.
- All three vaccine boosters available at Campus Center.
- Ventilation: we have some data about newer buildings. For the older buildings – it is going to be expensive to upgrade. They will have HEPA filters etc. for those spaces where it will get too cold to keep windows open.
- Still fighting for ARPA funds from the state. If we get what’s in the house and Senate we’d have \$100 million to work with.
  - Thanks to those folks who sent pictures for the “Healthy Buildings” MTA action
  - Write to your senator today about ARPA funds. Even if you know your senator (like Jo Comerford) is generally pro-UMass, it would be helpful to write to her because she’s not super focused on Higher Ed at the moment. Senate is the priority because their budget is worse for Higher Ed and they are doing amendments right now.
  - Why is the admin so resigned to not getting funds? We are hearing that UMass has other things going on, such as the Manning funds. They are also pushing for an endowment fund – matching gifts given to the University (public/private initiatives).

### **Bargaining**

- No bargaining last week. But the team is working on a different approach by putting together packages.
- We put together a package for NTT. They also presented an NTT package (that was not responding to our package at all and was full of a lot of terrible proposals.)

- We were hopeful that we could do principle bargaining but they want to do position bargaining so that's where we are.
- Next question is: what should we prioritize? We are going to finish relatively soon but we need to figure out what we can compromise on and what we can rally the membership around.
  - Salary – people are upset about low salaries and inflation.
    - Do we have a sense of how folks understand the parameters? Sense is that people aren't that keyed into that. But maybe we also need to communicate other ways that we are going to increase their salaries.
      - Governor's parameters are a pool. It's been proposed to distribute as a percentage, but we could instead do it as a base amount that everyone gets and then distribute what's left over.
    - Merit and longevity are issues that are coming up too.
      - Merit is important particularly for Assistant Professors because the ATB is regressive, especially for junior faculty. Merit would offset it (Math has a progressive way of distributing merit though some departments don't).
      - Merit can also help to address inequities between north and south sides of campus.
      - Problem of folks maxing out because they are at terminal ranks. We do have a proposal for longevity. But that could be a problem in that folks in higher paying fields will get even more.
    - Salary compression is also a huge issue.
    - Can we couple the raise with an equity piece? Everyone needs a raise but there are also real inequities here, including between different departments across campus. (Such as our awesome proposal about coaching folks who have been given offers to negotiate for a fair salary).
    - Gender and race equity
    - Staffing!!!!
    - Childcare
      - At the Chancellor's Meeting on 11/8 he talked about how expensive childcare is because of the subsidies. We suggested that if we double the size and have folks pay market rate it would help? The Chancellor basically talked himself into creating a Task Force.
      - The issue is not the cost as much as it is the availability.
      - 136 families are on the waitlist for CEEC
      - PSU and USA are also interested in this proposal. We might need to come up with some creative solutions.
  - NTT: We're not exactly stuck but the Administration is very clear that they do not consider Teaching Tenure Track appropriate at a R1 University. We are going to talk to NTT faculty about what the priorities are for that group.
    - The admin is worried about people "getting away with something"
    - Why \*can't\* we get the Deans on our side here?? (Shifting explanation – first it was that three years to Continuing Appointment means they are forced to terminate people. When the data proved that to be false they changed the

story to say that the problem is that people get Continuing Appointment and then they are stuck with them.)

- In actual fact they just want super cheap adjunct labor.
- Deans seem to be the problem. They think they know what's going on but they really don't. How do we communicate to them that what they think their faculty wants is not actually true?
  - We need to figure out a way to communicate our members' desires to the Deans. These Deans and HR don't really seem to understand that MSP is where these voices are heard.
  - More listening tours for the Chancellor and Provost? Last round of bargaining this was super effective. We need to do some organizing first but it's good idea.

### **Internal Organizing of Non-Members**

- Soliciting of volunteers from the Officers and Board.
- Role plays: ideally if there's time you engage with them and get them to sigh then and there. But if they're too busy set up another time to seal the deal.
- REMEMBER DUES ABATEMENT program!

### **Brainstorm of proposals to Run Through the Faculty Senate**

- SPIRE extracts a huge time tax from faculty because it's such a clunky interface.
- There is also a proliferation of Assistant and Associate Deans on campus, and there is no oversight there.
  - There's no standard, no transparency, no accountability to the department

### **Save the Dates**

- MSP General Assembly Membership Meeting: Monday, 12/13/21 at 12:00 pm.
- Next Joint Executive Board Rep Meetings: Wednesday, 12/1/21 at 8:45 am.