

MSP EXECUTIVE BOARD MEETING - FEBRUARY 14, 2018

Present: Eve Weinbaum, Marc Liberatore, Randy Phillis, Maciej Ciesielski, Clare Hammonds, Sigrid Schmalzer, Kevin Young, Joya Misra, Eric Berlin, Kate Hudson, Bill Diamond, Dean Robinson, Louise Anthony

Staff: Emily Steelhammer, Lori Reardon

0. Bargaining Updates (Eve) – UMB now has a separate line item collective bargaining reserve in their budget. We still have our legal charge that UMass has a duty to bargain. The state unions were offered 2/2/2 and are still holding out for 0.5% for units without steps. The state unions got zero from the state and have no collective bargaining reserve but their administration is offering more. The UMass BOT don't seem to care or are not focused on bargaining. Professional development leave still remains a priority for us.

A. **Approval of Minutes** from 1/13/18- (No vote taken)

B. **MSP Email Digest** - do we want to have an email list-serv that members can post to? It could bring more member engagement. Could it also become a vehicle for right-wing anti-union folks? Lori brought up confidentiality issues. Should it be moderated? Eve & Staff will have more detailed conversation with Marc to pursue proposal considering concerns raised in our conversation.

C. **Turnout & Media for 2/26 UUU Day of Action.** Emily has stickers. There will be a social media component (tag your photos.) Last all union meeting in the fall was a great turnout generally, but not too many faculty. How do we get more faculty in attendance? Need to get the word out about Janus so the faculty know ahead of time that this is not about individual rights, it's about a concerted attack on unions. Use 2/26 meeting to recruit people to write op-Ed's and letters to the editor?

D. **Bullying Process.** Report from Randy. Previous process (quasi-legalistic) is now gone. First step is trying to achieve a settlement. If that's not possible, two investigators (one union, one administration) are appointed. Investigators received extensive training during the course of the fall semester. There is a three week limit to this stage. If both investigators find that there was bullying, recommendations are turned over to the Vice Chancellor for the area. The investigators return three weeks later to see if the recommendations have been implemented. If the two investigators fail to agree whether bullying occurred, they each present to a hearing board.

Chancellor wants to announce a new system for training supervisors at the same time he announces the new anti-bullying process, which has delayed announcement of the new process. We continue to think that the grievance process is a more effective avenue for resolving bullying problems because we have a lot more control. It's a clear process.

E. **EPP (Educational Effectiveness Plans) & SLO (Student Learning Outcomes)** Run by OAPA, departments are supposed to come up with this by mid-April. Some are taking this seriously, some are ignoring directive. Lots of implications (academic freedom, faculty workloads, etc.) SLOs have been mandated at community colleges and it's been very problematic. We will talk about this in an upcoming officers meeting.