

MSP Board & Reps Meeting

February 14, 2024

Board Eve Weinbaum, Marc Liberatore, Kate Hudson, John Staudenmayer, Maciej Ciesielski, Madeleine Charney, Priyanka Srivastava, Sigrid Schmalzer, Jacquie Kurland, Tristram Seidler, Asha Nadkarni, Jeanne Brunner, Christine Turner, Clare Hammonds, Jenny Adams, Joshua Michal, Kevin Young, Laura Francis, Toussaint Losier, Virginia Closs, Yasuko Shiomi, Brock Toggerson

Staff Lori Reardon, Katie D'Urso, Brian Hennigan

Reps Christine Hatch, Leonora Thomas, Lisa Mo, Steve Eyles, Pablo Visconti, Devin Day, John Hosp, Bryan Monesson-Olson, Julia Feldhaus, Kelsey Whipple, Luke Bouvier, Neal Katz, Standy Litchfield, Peter Beltramo, Amand Kinchla, Colleen Juusinen, Erica Schafer, Juniper Katz, Shelly Peyton, Betsy Krause, Emily Kumpel, Karen Kurczynski,

1. **Welcome** to the spring semester!!!
2. **Pre-hire meetings with MSP** - in the last contract we got the right to talk to candidate pre-hire and give advice about negotiating contracts. We need to get the word out that this is a thing - it's a huge help for equity to know what you can negotiate for.
3. **Parameters** - a lot going on behind the scenes in terms of parameters - we don't actually negotiate directly for our raises, they are set by the governor's office. MTA has been working hard to really push raises that are even with inflation. They estimated that we would need 4% each year to make up for inflation. State mentioned 3%/2%/2%. Lots of meetings across state unions, lots of letters written. \$1 billion tax cut benefitting millionaires and billionaires, now we have a budget crisis! 3.5%/4.5%/4.5%. A lot better than the 2s, not as much as we hoped for. We will work on negotiating more - especially around equity and raising the floors. Includes a .5% for folks in unions where there aren't steps, like MSP.
4. **Health & Welfare Trust** (our dental plan) - MSP dental/vision plan are through a higher ed trust (not GIC). Generally inadequate. People have become increasingly dissatisfied with the coverage. A few issues 1. How much money goes into the trust. 2) Who runs the trust? Volunteers, admin & faculty, but it's been pretty much a black box. We just got the right to attend meetings - Marc & Katie went, and it seemed like a mess in terms of management of the trust. The consultant hasn't even put the plan out to bid in years. Plan moving forward would be to dissolve the trust (MTA/Higher Ed Trust) moving into the Mass Public Employee Trust (better benefits.) We have to get the trustees to agree

to transition, and we're trying to get more of our folks on board.

5. **International Faculty Meeting & Organizing** - January 30 had a dozen international faculty meet with us to talk about their needs, and challenges that are either unique to international faculty, or that are exacerbated by international status. We also want to get the word out about what MSP is to help recruit international faculty to sign up. Asking administration for more help and funding with visa/green card. Childcare and elder care also a big issue. Need for chairs and DPCs to be more cognizant of challenges (e.g., restrictions on travel that can make it difficult to attend conferences or do fieldwork.) We will have future meetings - help us let folks know that these are happening!
6. **Department Visit Signups** - we really need folks who are willing to be department reps at departments that don't have reps. This is such an important aspect of our work that we can all help with!
7. **Non-member Organizing** - Brian will be contacting reps and board members who have non-members in their respective departments, programs, etc. Brian's here to support you contacting non-members, but he can't do it on his own and they're much likelier to respond to their colleagues. If Brian CC's you on an email to a non-member, please follow up with that person and talk about the importance of membership with them. This includes part-timers and those with limited or terminal appointments.
8. **New Employee Orientations** - please sign up! Multiple folks needed to attend these and talk about membership - why it's important, why it's expected, and it's best coming from faculty.
9. **MTA Annual Meeting** - April 26-27 (Friday & Saturday) in Springfield, MA. Sign up now! What's happening at the annual meeting this year? Voting for a president and vice-president. Max & Deb are running for reelection. Christine Turner has been serving on the MTA executive board, and her term is up. Jeanne Brunner is planning on running for the seat Christine has been serving so ably in.
10. **MSP Connection** - do a few cultural/social events. UMass Hockey game coming up. Also 12th night at the Fine Arts Center, End of semester social event in May. Join us!!!! We have a brochure - bring to department meetings!