

## **MSP Board & Reps Meeting**

March 13, 2024

**Board** - Marc Liberatore, Kate Hudson, John Staudenmayer, Madeline Charney, Sigrid Schmalzer, Jeanne Brunner, Jacquie Kurland, Brokk Toggerson, Kevin Young, Asha Nadkarni, Clare Hammonds, Tristram Seidler, Toissant Losier, Jenny Adams, Christine Turner, Laura Francis

**Staff** - Lori Reardon, Katie D'Urso, Brian Hennigan

**Reps** - Jerry Lewinsky, Neal Katz, Christine Hatch, Devin Day, Leonard Thomas, Steve Eyles, Laura Attanasio, Adam Dahl, Michael Starr, Peter Beltramo, Sandy Litchfield, Yasuko Shiomi, Michael Starr, Pablo Visconti, Jeremy Smith, Betsy Krause, Erica Scharrer, Juniper Katz, Karen Kurczynski, Virginia Closs, Julia Feldhaus, Colleen Kuusinen, Om Prakash Dhankher.

**Welcome** - Marc - Anniversary of Swamy's email closing campus on March 13, 2020. Proud of all the work MSP did in protecting our members during the pandemic.

### **ESAM - Environmental and Social Action Movement** - Kevin Young

The group began in 2019 to create climate-related bargaining proposals plus supporting broader university response to climate change. In 2021 the group evolved and adopted the name Environmental and Social Action Movement (ESAM). It is a coalition among campus unions and student activists, and an extension of the earlier student-led fossil fuel divestment movement. A current focus is the "Stop the Money Pipeline" campaign and there is currently a petition being circulated demanding that the university transfer contracts and accounts away from financial institutions whose policies are inconsistent with limiting global heating to 1.5 degrees C over preindustrial levels. UMass continues to be connected to the fossil fuel industry through use of banks, insurers, asset managers in the finance industry. The group's goal is to pressure these financial institutions to stop funding fossil fuels and divert money and resources to renewables. If we can get UMass to divest from using these financial institutions it could have a huge impact locally and nationally. The group is asking MSP to sign and endorse the petition. Motion to endorse MSP signing the petition was offered by Kevin Young. Asha Nadkarni seconded. Adopted unanimously by voting members of the Board.

### **Bargaining Updates**

#### Compensation

- Salary increases (across the board, merit, equity)
- Raising the salary floors, promotional increments, library stipends
- Additional ranks (Full Professor 2, Lecturer 3)
- Health and Welfare Fund
- Funds to Support Bargaining Unit Members
  - Research Fund

- Teaching Fund
- Computer Replacement Fund
- Transition Funds
- Childcare/Eldercare
- Equity Review
- PMYR
- Research Faculty Raises
- Partner Employment Program

#### Equity & Fairness

- Supporting international faculty with visa and immigration costs
- Increase access to NTT Professional Improvement fellowships (remove cap) and change name to Professional Development Fellowships
- Add research faculty to be eligible for parental leave
- Count all non-sabbatical time towards sabbatical accrual

#### Sustainability Proposals

- Expanding bus services
- Rewarding people who limit driving
- Better supporting bike commuters
- Providing access to Amherst/Boston shuttle
- Campus closure week during Christmas & New Year's (possible coalition proposal)

#### Coalition Proposals

- Childcare
- Air Quality
- Anti-Privatization
- Transformative Justice

#### Administration's Proposals

- Curtail our grievance rights (legal right to bring people to hearings)
- Extend probationary period for NTT faculty (four years instead of three)
- Streamline termination process
- Reduce scope of the equity review process
- Eliminate contract bargaining for changes to various policies
- Huge changes to online teaching (e.g., assignable)