

MSP Executive Board
September 18, 2019

Present: Eve Weinbaum, Sigrid Schmalzer, Randy Phillis, Tristram Seidler, Steve Brewer, Kevin Young, Marc Liberatore, Jen Adams, Asha Nadkarni, Clare Hammonds, Christine Turner, Sandy Litchfield, Jeanne Brunner, Christine Ho, John Staudenmayer, Paulina Borrego (sabbatical replacement for Jeremy Smith)

Staff: Heather LaPenn, Lori Reardon, Emily Steelhammer

- A. **Approval of Minutes.** The minutes from the 4/24/19 board meeting were approved with one abstention.
- B. **Approval of John Staudenmayer to the Board.** Approved unanimously. Will be officially elected in the spring.
- C. **Updates:** Eve introduced Heather (replacing Mickey who has retired) and Jen Adams who replaced Dave Gross as our treasurer. Dave has also retired.
 1. Anomaly process. A new salary equity adjustment process will replace the old anomaly process. \$200k central pool plus Deans can use their own funds to supplement. The committee met last year and learned that getting accurate data from University records is problematic. The University paid Jessica Pearlman to work on this and to do regression analyses and graphs for every department. This committee will be charged with making difficult decisions given pool of money not sufficient to the need. MSP/admin have agreed to have process in place this spring and to use 2 years of funding. Some awards to be retro to 9/1/19.
 2. Gender equity. MSP/admin commissioned a study 5 years ago and now we are looking at how to implement those recommendations and to also talk about how to be in compliance with the Pay Equity Act. This is an advisory committee so we'll likely be making proposals at the bargaining table on some of these issues.
 3. Research & Extension Faculty. Mid-term bargaining last spring resulted in agreements (attached to the agenda) on promotion criteria and process. They are not the same as tenure and we'll be posting the agreements on our website and discussing them at upcoming PC workshops.
- D. **Bargaining Schedule & Team.** The goal had been to finish successor bargaining by January 2020 in time for House One budget but the other unions are not on our schedule, particularly FSU who we legally need to ratify with. The current plan then is to begin November 1st and end by the expiration of the agreement (June 30, 2020). The administration had asked Eve to articulate why it would be in their best interest to be done in a timely way given the President's office seems to do better dragging it out (i.e., use that pressure to get us to lobby for them). The board then brainstormed ideas to secure our goal. Some suggestions included filing charges with DLR if administration not bargaining in good faith, putting our own salary proposal out early and a variety of actions we might engage in such as picketing NSOs.

Eve announced our bargaining team which includes: Kate Zdepski (library), Eve Weinbaum (LRRC/Sociology), Jacquie Kurland (Comm. Disorders), Asha Nadkarni (English) and Marc Liberatore. Staff include Lori Reardon and Heather LaPenn.

E. **All In & Organizing Plan.** The organizing plan has several pieces. The goal is to create excitement and enthusiasm with colleagues while conducting in person surveys of bargaining priorities. Department reps should be reaching out to colleagues in their departments (Sigrid will contact them). Board members will canvass the departments they are assigned to with no representatives. Talking points should include the page of victories and accomplishments. Some people would like more on union history. Board members also need to sign up for departmental visits.

F. **Challenges**

1. Privatization. The demolition of North Village and Lincoln apartments has been announced (family housing). All residents were evicted last June and an RFP is going out soon to erect two new buildings. The Chancellor defended the move when raised at a recent meeting but MSP officers expressed concerns about private companies and that the process didn't involve anyone in the community. Boston and Dartmouth had similar construction on their campuses and it was a disaster on both. PSU/GEO are meeting about this; their goal is to reshape the RFP so our values are reflected.
2. UWW. This adult learner program has been on campus since the early 70s. It's successful but expensive. The University has branded all online programs "University Without Walls" and existing faculty within UWW have many concerns including protecting core values of the program, maintaining the quality of the education they provide, office space and job security of faculty/staff. John Wells says they are expensive and has suggested that faculty don't need officers but instead should be "hoteling". The director search has been postponed for the second time. This will likely be our first big battle around John Wells' online education model.
3. PFML. Notices went out concerning the benefit and payroll deductions. Unions continue to negotiate that the employer pay the premiums. Particular to our bargaining unit is that we'd be paying for benefits we already have while the University receives state funds for leaves taken. The Chancellor was sympathetic and said he would be opposed to this happening if it were the case.

G. **Bargaining Committees.** We've identified the need for 5 bargaining support committees (see below) and will be looking for people to staff them. Look out for an All Unit message inviting participation.

1. Climate justice & sustainability
2. Teaching tenure track
3. Online education
4. Teaching evaluations
5. Gender & race equity

Respectfully submitted by Lori Reardon