

MSP MEMBERSHIP MEETING

June 22, 2020

AGENDA

1. Report on one-year contract extension (12:00 – 12:15)
 - a. Online teaching and workload adjustments
 - b. Other tentative agreements
2. Discussions about “reopening” plans (12:15 – 12:30)
 - c. Accommodations for those at risk or with young children
 - d. Health and safety plans for campus
3. Questions and answers – (12:30 – 12:55)
4. Ratification and future plans (12:55 – 1:00)

GROUND RULES

- This meeting is for MSP members only. Please be respectful of everyone's point of view.
- Please do not record or photograph the meeting in any way
- Please stay on mute so that everyone can hear.
- Please type questions or comments into the Chat box.
- MSP staff will keep a copy of the Chat from the meeting, and after the meeting we will add to the FAQ and post this PowerPoint on the MSP website: umassmsp.org
- If you have questions about your individual situation, please email them directly to msp@umass.edu. All queries to the union are confidential.

UMASS BUDGET SITUATION

- Enrollment for the fall is strong – the entering class is the largest ever
- More than 200 employees took the VSIP and left UMass – saving almost \$10 million/year
- State legislature is passing a 1/12 (one-month) budget at the previous year's rate – no annual budget
- MTA/NEA/AFL-CIO is lobbying for the HEROES Act
- MTA is working on progressive revenue legislation

Stay tuned...we will need your help!

ONE-YEAR CONTRACT EXTENSION

- We have a tentative agreement for an extension until June 30, 2021
- No raises; no new cost items
- All contract provisions remain in effect
- Use the coming year to negotiate a new contract, including our existing proposals around race and gender equity, climate change, a teaching tenure track, holistic teaching evaluations, raises and back merit pay, and more...

THREE TYPES OF COURSES FOR FALL 2020

1. Fully face-to face: labs, art studios, performance classes, clinicals that must be in-person
2. Fully online classes
3. “Blended”
 - Traditional face-to-face classes that include either Blackboard or Moodle
 - Small number of remote students (e.g., international students without access to visas)
 - NO alternative curricula and NO separate synchronous activities required for remote students; lecture capture or videos and all course materials available to all students.
 - If a course in this category has more than 15 or more than 25% remote-only students, a fully online section shall be opened for the remote students or the entire course will become online.
 - The definitions in this section do not set a precedent and will sunset on June 30, 2021.

WORKLOAD ASSIGNMENTS AND ADJUSTMENTS

Who assigns teaching modalities?

“Faculty teaching assignments shall be developed at the department/program level and faculty members shall have prior and reasonable consultation regarding their assignment.”

What if I put in extra work to convert a course or create a new online course?

Anyone who puts in the effort to create a fully online course will have three options for workload modification:

1. One future course release (to be used in one of the following five semesters)
2. One semester sabbatical credit
3. One semester credit toward continuous appointment (for NTT faculty)

ONE-YEAR CONTRACT EXTENSION, CONTINUED

- Faculty required to work two weeks in summer to prepare for fall teaching
- Instructional support will be provided by IDEAS, CTL, IT, librarians, and more
- SRTI will be suspended for the fall; instructors can choose their own methods for soliciting student feedback
- Funds for computer replacement as well as other remote technology needs – MSP and administration will negotiate a better process
- Funds for childcare support
- Funds for elder care support

OTHER TENTATIVE AGREEMENTS

- Bereavement Leave: Increase to 5 days, expansive definition of family, more leeway for non-family leave
- Sick Leave Process: Remove department chair/dean from process; medical practitioner makes determination
- Librarians' access to flex time without approval of the dean
- Professional Improvement Leave expanded to more NTT faculty including Extension and Clinical Faculty
- Paid leave for community service one day each month
- Research-intensive semester for pre-tenure faculty guaranteed in all colleges/schools
- AFR/ALR review committee
- Clarification of dates for tenure process; no more off-cycle cases for January hires
- Guarantee of sufficient office space for TT faculty
- Promotion to Full Professor: expanded criteria in the Red Book
- Partner Employment Program
- Gender neutral contract language

WHAT WE KNOW ABOUT THE FALL

- Some students will be on campus – between 600 and 15,000
- Some students will be remote – between 10,000 and 25,000
- The semester will begin on August 24; implications will be negotiated
- Students will leave campus on November 20 (if not before)
- Many staff will work remotely; many staff will be on campus

WHAT WE DON'T KNOW ABOUT THE FALL



MSP PRINCIPLES FOR RE-OPENING

MSP PRINCIPLES:

1. The campus should not re-open until we are convinced that all faculty, staff, and students will be protected and safe. We do not have that evidence at this time.
2. Anyone who can do their work remotely – research, teaching, and service – should have the option to do so.
3. We trust faculty and librarians to make the right decisions for themselves, their colleagues, and their students.

FACULTY OPTIONS

MSP and administration have agreement in principle that MSP members who fall into these categories will have the option to work from home for the fall semester:

- Anyone in the CDC categories for high-risk health conditions
- Anyone over 60 or 65 years old
- Anyone caring for individuals in their household or family members in high-risk categories
- Anyone with children at home
- People who cannot work (even remotely) can access FFCRA for 2/3 pay

PROPOSALS FOR SAFE RE-OPENING

UMass Unions United (MSP, USA, PSU, AFSCME, GEO, RAPMU, PRO) proposals:

- Anyone in high-risk categories has the option to work from home – no documentation required
- Appropriate PPE provided by administration
- Regular testing available for all on-campus employees and students
- Workers' right to know exposure risks including air quality, adequate ventilation and cleaning protocols
- Additional resources available for social/emotional/mental health
- Availability of isolation/quarantine spaces for faculty, staff, and students
- Right to use our own medical providers and protect medical privacy

OTHER ISSUES

- Calendar changes – giving up holidays
 - Accommodations/exceptions for individuals who need them
 - Extend period of non-responsibility in December/January
- Parking
 - Costs
 - Notice of renewals
 - Ability to pause parking without losing parking space/rights
 - Accommodations for people who cannot use public transportation
- Brandman University partnership with UMass Online...?

QUESTIONS?

WHAT CAN YOU DO?

- Send a message to your legislators demanding a stimulus package to fully fund public higher education!
- Make a donation to provide meals for frontline workers who are continuing to work every day through this pandemic. We are providing meals to hospital staff, EMTs, garbage collectors, nursing home staff. Donate to Feed the Frontline Western Mass: **feedthefrontlinewm.com**
- Send your ideas and questions to the MSP at **msp@umass.edu**