

2021-2023 MSP Bargaining: Principles and Proposals

Gender/Race Equity

MSP is dedicated to racial and gender equity as crucial to the continued success of the university. The University's diversity mission statement includes the belief that a culturally diverse campus is integral to academic excellence and that our students, faculty, and staff should reflect the diverse world in which we live. The MSP recognizes that diversity without equity is antithetical to this mission. To meet these goals, the MSP seeks to:

- Recruit faculty and librarians from underrepresented groups through multiple pathway hires
- Achieve full staffing levels, so that the number of faculty, librarians and staff are commensurate with workloads
- Retain faculty and librarians from underrepresented groups by devising equitable workload processes for departments, libraries, and clinical faculty;
- Devise a process for holistic evaluations of teaching rather than relying on SRTI scores
- Reduce gender and race inequities at the time of hiring by having candidates meet with MSP both pre-hire and upon separation
- Expand access to childcare and elder care
- Ongoing oversight of equity in pay, start-up, space, etc., with funds set aside to equalize
- Fellowship leave to cover pay and benefits
- Sabbatical credit for all semesters (for librarians: months) worked
- Lecturer promotion and continuing appointment based on semesters of work rather than FTEs
- All MSP members should be eligible for parental leave upon hire
- Librarians eligible for all internal faculty funding and seminar opportunities

Salary and Benefits

In order to attract and retain quality faculty and librarians, the University must provide equitable and competitive salary and benefits.

- Joint UMass Unions salary proposal, response to administration proposal
- Make bargaining unit members whole during 60-day wait period for GIC healthcare.
- Increase promotional bumps and salary floors for each rank
- Improve dental, hearing, and vision benefits
- Salary bumps X years following promotions to Full, Senior Lecturer II, and Librarian V
- Improve H&W Trust (dental/vision benefits)
- PFML – we want UMass to cover it or raise wages accordingly

- Gap Insurance (GIC retro coverage and uncovered medical expenses during gap)
- Computer Replacement fund (increase allowable amounts)

Online Ed/Flexible Learning

Our principles for online teaching protect academic freedom and intellectual property rights; fairness in workload allocation and compensation; and labor union representation for all instructors. Any agreement also must address the special issues that arise in online instruction, including the expertise and extensive preparation that is required for courses taught online according to best practices, the burden of large class sizes, and the possibility of late cancellations of under-enrolled course sections.

- Faculty must receive summary of rights before agreeing to teach online
- Multi-model/blended courses should count as two courses for workload calculations
- Faculty may elect to receive course release as part of compensation
- All instructors (regular and UWW) should be in the bargaining unit
- Compensation for converting to an online course and for periodic refreshes
- Royalties for materials used by another instructor
- Adequate support staff for new and growing programs
- Instructional Designers should be bargaining unit members with subject expertise
- Class size beyond past norms must provide compensation, including for ICX program
- Financial awards for completion of one-time professional development

NTT Equity and a Teaching Tenure Track

Educational excellence demands that students have access to permanent faculty with expertise in teaching and research. National university rankings consider the proportion of tenured faculty on campus. UMass has outstanding Lecturers and Senior Lecturers who deserve job security and equity.

- Create a Teaching Tenure Track with emphasis on teaching and scholarship in the discipline
- Commit to at least 80% tenure-track faculty across campus
- Eliminate VAPs, replace with a unified “Senior Fellow” position
- Expand NTT Professional Improvement Fellowships from 12 to 24
- Open PIFs to all NTT faculty on campus, and fund them for soft-money faculty

Climate Justice

The University mission includes supporting programs to improve the lives of the people of the Commonwealth, the nation, and the world. The 2018-2023 Strategic Plan explicitly states that we value stewardship, including managing institutional resources to advance sustainability of our planet. UMass Amherst is the largest polluter of all state entities in the commonwealth. The campus unions support a “green new deal” for UMass that would provide good jobs while

minimizing carbon emissions. Our proposals, from the Climate Justice committee, fall into four categories:

1. Facilities

Plan for net zero emissions by 2032.

Provide for the adequacy and comfort of faculty and librarian offices, including better heating and cooling, hazard abatement and air quality, carried out with green, environmentally friendly methods, and in consultation with faculty, staff and librarians.

All renovation and retrofitting work to be done by campus workers with career ladders and focus on gender and racial justice

All new and renovated buildings including those under construction should include sheltered bicycle parking and showers for bikers or walkers.

Establish a campus-wide policy to prioritize large donations to be used for deferred maintenance and sustainable energy plans rather than new buildings. "Green heroes" should be awarded naming rights; encourage retrofitting and rehabilitation of existing structures.

Cut campus ties with Bank of America and provide ATMs from local banks instead. Bank of America has a terrible environmental record and is among the top financers of tar sands oil extraction, fracked oil and gas drilling, and ultra-deep-water oil and gas drilling.

2. Parking and Transportation

Create a sustainable transportation multi-union/administration committee to review campus plans with partners including PVTA, Town of Amherst, and UMass Parking Services.

Expand the Occasional Parking Permit (OPP) and the carpool permit program, with access to preferred lots.

Install free or low-cost Electric Vehicle charging stations in every lot.

Convert 4 car spaces on Level 4 of the Campus Center Garage into 40 bicycle-rack spots; provide pump, tool racks, charging stations for electric bicycles.

Plow the Rail Trail (Woodmont Rd., Northampton, to Station Road, Amherst) to enable year-round bike commuting.

Reintroduce the M40 PVTA express bus between UMass and Smith College to run four times in the morning and four times in the afternoon/evening
UMass should pay the per-person fare for UMass students and employees who use PVTA bus services.

Allow release time for sustainable professional travel (e.g train) that takes longer.

3. Work time

Allow flexible work schedules and expand telecommuting options.

Close campus around Thanksgiving, and between Christmas and New Year's Day.

Transition faculty and staff to a four-day workweek.

4. Climate Justice Leadership Initiative

Provide fellowships for 12 diverse Climate Justice Leaders who will plan student education around climate justice, recommend curriculum changes, create online resources, and organize campus events.