

## MSP Successor Negotiations for a 2023-2026 Contract Bargaining Themes & Principles

Based on the input gathered from members since last Spring, we have now presented proposals organized around the following themes and principles. Several of these proposals, marked with an asterisk, are being made in coalition with the other unions on campus.

### I. Pay, Benefits & Equity

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

1. Base compensation\*: Increases to base salary must take into account the considerable increases in the cost of living that were not addressed in the last collective bargaining agreement.
2. Merit pay: Excellent performance ought to be rewarded with merit raises over and above cost-of-living increases. For two contract cycles, the University has been unable to meet this expectation for merit raises. It is not too late to recognize meritorious performance and award merit for performance during those contract periods, alongside the current contract period. Any monies to be used for merit pay must be above and beyond the across-the-board increases needed to cover cost of living increases.
3. Salary floors and promotion increments: Increases to the cost of living and maintaining competitiveness in hiring both demand that salary floors and promotional increments must increase. And, library administrative stipends should increase to account for cost of living increases.
4. Ranks: Opportunities for advancement and promotion are highly motivating for skilled professionals. Creating more ranks at senior levels will ensure that UMass Amherst is an institution to which top faculty choose to dedicate their most productive years.
5. Pay equity: The new Pay Equity process will distribute \$1 million in base pay equity raises to MSP members. But this amount is only a fraction of the need, and the University must increase the funds available for this process.
6. PMYR: Move PMYR developmental fund awards to base salary.
7. There must be equity in personal days for calendar-year faculty and librarians with calendar-year staff.
8. Child care\*: Guarantee slots available in the campus-run child care center for unit members.
9. Sabbatical: Adapt the sabbatical terms to better suit the needs of members and the University. Encourage full-year sabbaticals at a 75% salary floor, and count all non-sabbatical time toward sabbatical credit.

10. NTT PIF: eliminate the cap so that all NTT faculty with at least six years of service are eligible for Professional Development Fellowships.
11. Increases to other important funding items: The Computer Replacement Fund should meet the actual needs of librarians and faculty; likewise the Teaching Support Fund should increase to meet need.

## II. Climate Justice

Use our collective bargaining power to advance the goals of carbon emission reduction and sustainability.

1. Campus closure\*: Campus should be closed during Thanksgiving break and the week between Christmas and New Year's Day.
2. Green transportation\*: reinstate occasional parking permits; improve support for bus and bike commuters; extend the [Mt. Ida shuttle service](#) to better support faculty needs by linking Amherst and Boston.

## III. Online and multi-modal teaching & workload

We must recognize the increased workload associated with high-quality online and multimodal teaching, and compensate instructors accordingly.

1. Online education: Update our contract language to reflect our current understanding of online teaching. We will differentiate courses that include online components from those that are fully online or multimodal, and recognize the extra work associated with preparing and teaching multimodal courses.
2. UWW bargaining unit membership. The Chancellor has stated that the goal is to "aim for seamlessness" between UWW and on-campus courses, and to "eliminate our historical distinction between on-campus and off-campus offerings." If there is no distinction between UWW/Flex and on-campus courses, there should be no distinction between UWW/Flex and on-campus instructors. UWW/Flex instructors must be bargaining unit members to ensure rigorous academic standards and to uphold fair faculty employment standards.