

SUMMARY OF 2020-2023 SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE MSP AND THE UMASS AMHERST ADMINISTRATION

April 6, 2022

The MSP bargaining team recommends that members vote to ratify the new collective bargaining agreement which includes the following:

1. Salary increases for bargaining unit members who are either on the payroll during the pay period in which the salary increase is implemented; or retired, deceased, or laid off after the first full pay period in July 2020:
  - Effective first pay period of July 2020: 2.5% raise
  - Effective first pay period of July 2021: 2% raise
  - July 2021 (after both previous increases have been calculated): one-time COVID recognition payment of 1.5% or \$1,000, whichever is greater
  - Effective first pay period of July 2022: 2% raise
  - Full retroactive pay in a lump sum due upon funding the contract
2. Possibility of “hazard pay” bonus of \$1,000 for employees who worked on campus during 2020-21 – depends on state allocation of funds
3. Implement new pay equity process. In addition to providing salary equity increases to faculty and librarians who are determined to merit them, the Salary Equity Committee will expand its scope to include a review of potential inequities in retention and start-up packages, inequities in retention and start-up packages, and allow salary equity reviews at promotion or PMYR
4. Parental leave: eliminate the waiting period for one semester of paid parental leave for librarians and for all NTT faculty who can fulfill the one-year return obligation
5. Mid-career post-tenure fellowships: administration will provide a fixed number of one-semester fellowships with full release from teaching and service, to support promotion from Associate to Full Professor
6. All librarians shall be eligible to apply for internal UMass awards such as mutual mentoring grants, professional development grants/programs and similar opportunities that are relevant to their job duties. Librarians shall be eligible to apply to teach First Year seminars.
7. Administration will recommend that all search committees refer all job candidates offered positions at UMass, to meet with MSP once receiving an offer, for advice on

negotiations and information on the union contract and other resources.

8. MSP will conduct confidential exit interviews with faculty and librarians who leave UMass; data to be shared annually with Office of Faculty Development (OFD)
9. Require departments to develop equitable workload plans during the 2022-23 academic year, focusing on racial and gender equity, and recognizing individuals who have high levels of service and mentoring
10. Increase funds for childcare assistance for MSP members, to be accessible to all bargaining unit members
11. Create pilot elder care assistance fund
12. Equity for clinical faculty – include clinical supervision in calculation of appropriate workload
13. Revise contract to include gender-inclusive language throughout
14. Working title of Professor of Practice may be used for certain NTT faculty, who will retain all rights and benefits of Lecturers
15. Clarify timeline for promotion and tenure reviews; streamline process for hires with tenure
16. Clarify process for review and standards for continuing appointment for NTT faculty. (Probationary period remains at 3 FTE years)
17. Add Senior Research Fellows in the Institute for Applied Life Sciences (IALS) as full members of the MSP bargaining unit
18. Climate justice: Multi-union-administration parking/transportation committee to make recommendations to the administration regarding carbon reduction initiatives, including occasional parking options, improved carpool incentives, subsidies for PVTAs including free buses for employees during the summer, increased support for bike and pedestrian commuters, and electric vehicle charging stations
19. Buildings and facilities: Administration will promptly investigate all unhealthy workspaces and promptly remedy problems to provide all employees with safe workplaces. Administration will provide all necessary safety and protective equipment
20. Academic calendar: If the Faculty Senate approves a schedule that begins before September 1, during the term of this contract, MSP will engage in expedited bargaining over the faculty period of responsibility
21. Title IX: Only faculty in administrative leadership roles are mandatory reporters; all faculty will include language in syllabus indicating if we are mandatory reporters,

and will provide information about resources for students

22. Provide anti-bias training online; mandatory for new hires and active employees

23. Add Juneteenth as a paid holiday

**For implementation in the coming year:**

24. Increase salary floors for librarians at all ranks

25. Increase salary floors for starting lecturers

26. Equalize access to external fellowships by topping off salary and benefits for prestigious awards

27. AFR/ALR: MSP will consult on implementation of new software. Individual faculty and librarians will control which of their activity data and related information (if any) is available for administrative use. Faculty and librarians will have the option to submit the equivalent of an updated CV and a brief narrative statement in lieu of the long form.

28. Childcare: joint labor-management committee, consisting of all campus unions and relevant administrators, will assess the deficit of childcare in the region and on campus and will recommend potential campus and community solutions

29. Holistic teaching evaluations – design guidelines and process to be implemented in fall 2023 to de-emphasize quantitative student evaluations

30. Additional language clarifications including: timeline for librarian appointment/promotion; eligibility for payment for unused vacation time; grievance process for lecturer terminations; processes for clarifying sick leave application and eligibility processes