

MSP MEMBERSHIP MEETING

April 19, 2023

AGENDA

- Welcome and ground rules – 12:00-12:05
- Salary parameters – 12:05-12:15
- Questions about parameters – 12:15-12:25
- Academic calendar debate – 12:25-12:35
- Hiring new faculty and librarians – 12:35-12:40
- Exit interviews process – 12:40-12:50
- Questions and discussion – 12:50-1:00

GROUND RULES

- Welcome! This meeting is for MSP members only.
- Please do not record the meeting in any way.
- Chat is open, but please hold off on questions and comments until the question period – we have a lot of information to share.
- All PowerPoint slides will be posted on the MSP website:
www.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.

SALARY PARAMETERS

In the past:

- Governor's Office of Administration and Finance (A&F) handed salary parameters to public sector unions (NAGE and SEIU) setting the pattern for all state employees
- Raises were 2%/year for 6 years under Gov. Baker – after they first proposed 1% per year plus take-backs
- Before that, raises were 3%/year under Gov. Patrick

SALARY PARAMETERS

This year:

- MSP and MTA convened the public sector unions immediately after Governor Healey's election
- More than 10,000 public employees signed petitions to the Governor asking for raises to meet inflation
- Statewide unions committed to stand together
- MSP, PSU, USA, MTA members called and wrote to Governor Healey to demand fair raises

GOOD NEWS

The parameters for 2023-2024:

EIGHT PERCENT+ raises next year:

- ✓ Four percent raise on July 1, 2023
- ✓ Four percent raise on January 1, 2024
- ✓ Additional \$500 per member on base pay – to be negotiated across the board or to meet equity goals
- ✓ Same for USA, PSU, AFSCME staff unions

SHORT-TERM VS. LONG-TERM

- Governor Healey only authorized a one-year extension of current contracts
- No changes to contract language
- All admin and union proposals would be put on hold until next year
- 8% raises anticipated to be included in the legislative budget this spring = on-time raises!
- Back to the bargaining table next year...for a 3-year contract
- Coalition will continue to meet to demand good parameters

QUESTIONS ABOUT PARAMETERS?

ACADEMIC CALENDAR DEBATE

In the past...

- The UMass Amherst fall semester begins the Tuesday after Labor Day
- Last year, the administration proposed a calendar that would begin before Labor Day, on September 1
- The Faculty Senate voted it down, largely because of undue burden on parents and caregivers of young children

ACADEMIC CALENDAR DEBATE

What now...

The administration is bringing 3 years of calendars to the Faculty Senate on May 4 – starting the fall semester as early as August 25

- Fall semester always begins a full week before Labor Day
- 6-week January session
- Students are opposed; faculty feel it is bad for students
- Shrinks the summer for faculty
- Admin threatens to period of non-responsibility in January

WHAT CAN WE DO?

- MSP has repeatedly proposed compromises, including a slightly shorter January session, or starting slightly before Labor Day – the administration said NO
- The Senate has proposed compromises, and administration said NO
- Now the administration – which controls at least 20+ votes on the Faculty Senate – is trying to push through its proposal
- Faculty governance is at stake
- Talk to your colleagues
- Talk to your Senator and tell them to defend faculty governance
- **Show up on Thursday, May 4 at 3:30 pm on Zoom – and speak up!**
- **SIGN ON THE GOOGLE FORM:**
<https://forms.gle/SGwIEEUICE5LXZGW8>

HIRING NEW FACULTY AND LIBRARIANS

In the 2020-2023 contract, MSP won the right to talk to job candidates who are offered a job at UMass, to help them understand the MSP contract and to assist with negotiations around salary and start-up.

- “The Administration shall encourage all search committees to refer candidates to the MSP as a resource as soon as they are offered a position at UMass.”
- MSP contact info should be in all offer letters
- Goal is to educate new hires about their rights and to promote equity in starting salary packages
- **If you are on a search committee, send new hires to the MSP!**

EXIT INTERVIEWS

- In the 2020-2023 contract, MSP won the right to hold exit interviews for faculty or librarians who leave UMass, beginning this spring.
- Goal is to collect information about what is working well and not working well on campus
- MSP will identify patterns based on gender, race, college, etc.
- Aggregate data will be shared with OFD and Provost's Office annually, along with MSP recommendations for action items that emerge from interviews
- **Please send all faculty to talk to the MSP before departing from UMass!**

QUESTIONS?

Email mzp@umass.edu