

MSP Board & Rep Board Meeting Notes

April 20, 2022

Board: Eve Weinbaum, Dean Robinson, Christine Turner, Marc Liberatore, Sigrid Schmalzer, Jenny Adams, Paulina Borrega, Jacquie Kurland, Sandy Litchfield, Kevin Young, Steve Eyles, John Staudenmayer, Jeanne Brunner, Michael Ash, Clare Hammonds, Asha Nadkarni, Priyanka Srivastava, Sandy Litchfield, Kate Hudson

Reps: Christine Hatch, Colleen Kuusinen, Neal Katz, Luke Bouvier, Juniper Katz, Lisa Modenos, Peter Beltrano, Leonora Thomas, Hadi Jorati, Toussaint Losier, Karen Kurczynski, Laura Attanasio, Priscilla Maria Page, Yi Feng, Om Prakash Chankher, Jeremy Smith

Staff: Lori Reardon, Mickey Gallagher

Lessons Learned from Bargaining

- Lots of nos to our proposals, over and over, and then it came together in the end. Stay firm in our priorities.
- Communication is challenging. Even though we thought we were clear about what was on the table, administration was not clear.
- The members did a great job sending emails around dropping the mask mandate, this really made a difference. Even the threat of activism is super powerful.
- Communication with membership is crucial.
- Coordinating with the other unions can be challenging. There was more coordination, or attempts at coordination, than in the past. Very important to build that foundation.
- Timing of the lifting of mask mandate was pure gold because it caught the attention of all our members, who sent emails, and made the administration worried about unrest.
- Last round we did a lot of collaboration with other state unions, less this time for a variety of reasons. Let's not forget this.
- Felt a shift in the university leadership - larger role for Bill Brady, for example. We need to continue to build relationships with these folks.
- We built on the rep system, all in campaign, played an important role. Continue to build this system, maintaining contact with every department. People read the rep updates in a way that they don't read the all-units.

What's Next

- Dental, vision, hearing benefits
- Full staffing!
- Pay equity!
- Merit (a huge deal in some departments, although others would love to never have to deal with it again.)
- Childcare

Update on Workload Grievances

- Full staffing was a major priority in last bargaining cycle, and will feature prominently in the next as well. In the meantime, we have filed grievances around workload.
- IRAC (Issue, Rule, Application, Conclusion) the legal format for a grievance.
- Issue - workload of faculty has increased
- Rule - violation of contract language. Article 15.4 in the contract. Focuses on the “average faculty workload practices of the various departments/programs in the recent past.”
- Application (Count 1, WGSS, lost a professional staff position, faculty have been taking on that work, classified staff member has been doing some (can't continue this.) Also: LLC, Library, Microbiology
- Conclusion: Given the facts presented, the average workload has clearly increased.
- Faculty from several other departments report that this applies in their departments as well.

Organizing New Members

- Bringing new faculty/librarians to the party on Thursday, May 5, 4-6 p.m., Inn at Boltwood
- We are particularly interested in you inviting new members and new hires

Last Call for delegates to the MTA Annual Meeting

- Either virtual or in Boston, you choose!
- Important election for President & Vice President
- Christine - Max & Deb really have a vision for where we need to go, contrast is stark, especially around higher education
- Sigrid - other candidates expressed concern about spending \$10 million to fight for Fair Share Amendment. This is problematic.
- Michael Ash - Max & Deb are the way to go. Other candidate talked about an insider strategy of sitting down with the governor. This has never worked for us, even with a Democratic governor
- \$10 million is going to support organizing efforts. This is a critical piece of legislation.
- Please sign up!

Save the Dates

General Assembly

- Monday, April 25, please register!
- We will prioritize having a video stream

New Member Gathering

- Thursday, May 5, 4-6 p.m., Inn at Boltwood

MTA Annual Meeting – May 20/21