

## **MSP Executive Board Meeting Notes**

February 26, 2020

**Board Members Present:** Eve Weinbaum, Paulina Borrego, Kate Hudson, Marc Liberatore, Sandy Litchfield, Asha Nadkarni, Clare Hammonds, Jeanne Bruner, Christine Turner, Kevin Young, Sigrid Schmalzer, Erica Scharrer, Jeremy Smith, Maciej Ciesielski, Tristram Seidler

**Department Reps Present:** Yi Feng, Laura Ciolkowski, Maria Barboan, Luke Bouvier, Jacqi Mosselson, Lisa Depiano, Steve Eyles, Bradley Baker, Jasmine Kerrissey, Joshua Michael, Pablo Visconti, Theo Eisenman, Christine Hatch, Mike Knapp, Jacquie Kurland

**Staff:** Heather LaPenn, Lori Reardon

### **A. Updates**

- There have been several bargaining sessions. The bargaining team meets every Monday; we put together a plan, then we go into bargaining on Friday. Administration and MSP bargaining committees have been meeting every Friday since the end of December.
- We started with some easy things that we felt we were close on (housekeeping items). So far we have agreed on:
  - Partner employment program - status has always been unclear for this program since it was never actually in the contract. Provost Newman took it off the table, but we all agreed it is necessary for recruitment and retention, and now it will be in the contract. We also confirmed that the program also applies to librarians.
  - Promotion to full. The provost sent out new guidelines which includes the range of what things people can be promoted on, including teaching, research, and service. There has been some confusion across campus. We agreed on language that promotion is based on job description, and reputation on and off campus (not necessarily having an international reputation, as some on campus believe).
  - Joint appointments. There have been lots of issues, particularly when faculty with joint appointments come up for tenure or promotion; they also report being overloaded with service in both departments. We are working to clarify what is required. The administration's language contained full service in **both** departments; we'll give them a counter proposal that will clarify service requirements, making them more manageable.
- We have six bargaining support committees that have been working hard to develop both principles and proposals for the bargaining team. They are: online education,

gender & racial equity, teaching tenure track, sustainability and climate change, dental/vision/hearing plan, and holistic teaching evaluations.

- Any info on governor/president's office parameters and how that could affect timing? We plan to have bargaining completed by the time our contract ends. Administration and MSP agreed on a timeline, which includes presenting final proposals by March 15. They have heard us in terms of not wanting to bargain for two years for a three year contract, although they are also unwilling to push the governor/president's office too much. Our proposal will include cost of living, merit (including to cover the previous three year contract) and a flat dollar increase to cover increased health insurance costs. Last contract we filed a grievance with the Labor Relations Board because we believed they were not bargaining in good faith since they weren't actually negotiating with us over salary. The ruling was in our favor, so we now have precedent.
- We have been working with the legislature about revising the bargaining process to make it more streamlined, but that didn't get out of committee.
- Thanks for participating in department visits and getting feedback to the team about issues/concerns. After bargaining proposals are in we will need people to come to bargaining who care about these issues.
- Legislative Labor Breakfast in Chicopee this Friday (2/28) @ 8:30 a.m.. We have a table and Jo Comerford will be sitting with us. Lots of education around higher ed issues is needed (e.g., what is an adjunct? Why do we need librarians?). If you're interested in going let us know.
- Western MA Area Labor Federation is the sponsor for the breakfast. The group meets quarterly, and we have a few more seats available, so please sign up. Kevin Young has been a delegate and will continue. Let us know if you are interested.
- Volunteers needed for the Title IX Committee. We negotiated this last contract a joint administration/MSP committee that has bargaining power. Our previous volunteers are either on sabbatical or out of the country and so we need a couple of people to serve on the committee

B. **Approval of minutes from February 12, 2020.** Asha made motion, Sandy seconded. Approved unanimously.

C. **Internal organizing training.** We won't let Janus win at UMass: Member / Non-member Outreach (Sigrid)

- Traditionally (pre-Janus) 90%+ of all faculty were MSP members.
- Now our numbers are falling. ~ 30% of first year faculty & librarians from 2018-19 did not join. And ~20% of folks who are still here 2-3 years later are not members.

- Strategies for increasing our numbers include the dues abatement program; outreach to second-year faculty and librarians.
  - Each department rep meets one-on-one with MSP members who entered their department in 2018-19. We've got coupons for free coffee.
  - Department reps sign up to meet one-on-one with non-members who entered proximate departments in 2018-19.
  - Board members will meet w/ members and non-members from 2018-19 who don't have reps.

**D. Outreach to recent hires and new non-members (Heather)**

- What do people say about why they don't join the union?
  - Don't have the money
  - I don't benefit from the union
  - Irritated by late pay increases due to delay from state, and doesn't think MSP fought hard enough
  - Bad experiences with previous unions
  - I'm temporary, why should I join?
  - I'm part-time
  - Doesn't like the political organizing the MTA does
  - Worried about the politics of the department, and whether joining will open them up to retaliation in the department
  - Musicians need to pay multiple dues (several locals, and AFM, American Federation of Musicians)
  - Inequity between salaries, why are the dues the same
- Conversations with a colleague
  - Introduce yourself - why are you here?
  - Getting some background - ask them questions about what's important to them
  - Bring what's important to them back to union's values/work
  - Ask for a commitment - don't wait

**E. Lobby Day (Monday, March 2nd)**

Volunteers needed. Ask a friend to come on the bus with you.