

MSP Board Meeting

February 15, 2023

Board: Marc Liberatore, Eve Weinbaum, Sigrid Schmalzer, Kate Hudson, Jacquie Kurland, Tristram Seidler, Brokk Toggerson, Fareen Parvez, John Staudenmayer, Jeanne Brunner, Paulina Borrego, Kevin Young, Dean Robinson, Asha Nadkarni, Jen Adams, Maciej Ciesielski, Priyanka Srivastava, Laura Francis, Christine Turner, Michael Ash

Staff: Emily, Brendan

1. **Approve minutes** from November 16, 2022. Asha made a motion to approve, Jacquie seconded. Approved unanimously.
2. Please **give feedback on the Chancellor candidates**. Last day is today.
<https://www.umassp.edu/UMA-chancellor-search/umass-amherst-chancellor-search-feedback>
3. **Lobby Day**, February 28. Meet with legislative leaders to talk about public higher education. Please come, and recruit colleagues. Leaving UMass at 8 a.m. Returning 1:30 and 2:30 p.m.
4. **Bargaining Team**. Pared down proposals that we think are winnable. Pay, benefits, and equity is a major theme. Expand access to NTT Professional Development leaves. Sabbatical access 75% for a full year after six years. Climate change - subsidies for PVTAs, bring back OPP (Occasional Parking Program. Childcare is a huge issue for our members. Questions about Dental/Vision (which is not part of bargaining). Our hope is to move to a different public employees fund. Brendan reported that we need to get the board of our current fund to vote to authorize a feasibility study to make the shift. Christine expressed interest in participating in the process.
5. **Workload equity updates**. Departments should be working on Workload Equity guidelines. The intent of the MSP was to decide what can be reasonably done by faculty (not more people working harder) and perhaps incentivize service. If your department wants help from MSP we're happy to help.
6. **Pay equity**. Two contracts ago we negotiated \$200,000 per year and a new process. Agreed on a process. Department by department within a line (tenure & NTT). Control for promotion bumps & merit. People who earn at least 5% less bring them up to the line would cost \$3,000,000. To fix Inversions (someone who earns less than someone at their own rank) would be more like \$30,000,000.) We have \$1,000,000, will be applied to 95%. Cap of \$7,000, with ~200 members seeing raises back to Fall 2023. List has been submitted to Provost (who seems enthusiastic.) In bargaining we will be asking for more money, and doing it less often (this process is a lot of work.)
7. **Legislative breakfast** March 10. Western Mass Labor Federation. 50,000 union members in western Mass. In Chicopee. MTA has paid for 4 tables, let us know if you can come.

8. **Medicare for All.** MSP got a request to sign on as supporting. Marc made a motion, Jacquie seconded. Approved unanimously.