

## **MSP Executive Board - with Department Representatives**

September 23, 2020

8:45 a.m.-10:00 a.m.

<https://umass-amherst.zoom.us/j/534375874>

**Board:** Marc Liberatore, Eve Weinbaum, Kate Hudson, Jenny Adams, John Staudenmayer, Dean Robinson, Kevin Young, Clare Hammonds, Tristram Seidler, Sigrid Schmalzer, Maciej Ciesielski, Christine Turner, Prianka Srivastava, Steven Brewer, Jeremy Smith, Michael Ash, Jeanne Brunner, Sheila Pennell, Fareen Parvez, Caleb Rounds, Asha Nadkarni

**Department Reps:** Thomas Roeper, Jacquie Kurland, Maria Barbon, Christine Hatch, Luke Bouvier, Steve Eyles, Louise Anthony, Pablo Visconti, Mary Ellen Burke, Josh Michel, Rodrigo Zamith, Laura Attanasio, John Hosp, Neal Katz, Laura Ciolkowski, Carolina Aragon, Yi Feng, Brian Lickel, Adena Calden, Boone Shear, Luis Marentes, Karen Kurczymski, Deborah Keisch,

**Staff:** Heather LaPenn, Emily Steelhammer, Lori Reardon, Mickey Gallagher

### **Updates**

#### Furloughs

- Will faculty be asked to take furloughs? We are hearing from both sides from our members - we should be taking furloughs, furloughs would be devastating. We have heard nothing from the administration. Rumors are that the calendar change to spring start date February 1 could be so that we could be furloughed for the two weeks prior to the start of the semester.

#### Board of Trustees 9/21 meeting

- A number of people from unions spoke, including new President of UMass Boston faculty.
- Budget projections from AY 2020-21
  - Assumptions are problematic (tuition drop was less than .5%, but they had budgeted \$30.7 million) Are furloughs still necessary?

#### Updates from staff unions

- AFSCME 800 long-term furloughs for staff whose work is gone (dining halls, residence life)
- PSU & USA
  - 140 long-term furloughs
  - 60 reduced time (33-50% cuts)
  - Possible layoffs possible in January - no guarantee that these furloughs would save jobs
  - Divisive message from Chancellor about how MSP did not "offer furloughs."

### Our Joint Principles

- Wait until state & fed budgets/stimulus are clear
- Open the books
- Negotiate in good faith (furloughs must save jobs)
- Full employment is the goal - there is work to be done
- Voluntary cost-saving measures must be tried first
  - PSU & USA, this is in their contract, offered \$10 million in savings
  - Administration refused to consider their proposals, unions filed charges

### What We See

- Marty Meehan, corporate approach to cutting “fat” from faculty, staff, and pressuring campuses.
- Administration wants to please Meehan, and believes that it’s better to cut now than cut later (spread it out over then entire year.) Using is at an excuse to do cuts that they’ve been wanting to do for a while
- UMass Administrations counting on faculty and staff to feel the pain and lobby for increased funds

### Two Response Models

- “Shared sacrifice” model - some are suffering so everyone should. Some have more power than others, we should be willing to give some up.
- Solidarity model - we think this budget crisis is being manufactured. Those who have more power should use it to pressure administration. Mutual aid.

### Next Steps

- We’re always ready to bargain
- Action plan with MTA and UMass Unions United
- Target Meehan & Board of Trustees, massachusettsagrees.org ad campaign
- Oversight hearing sponsored by Mass legislature Higher Ed Committee, demand full funding
- Raise Up Mass - demand progressive taxes
- Getting out the vote for labor candidates in state and federal elections on Nov. 3

### **Reports back from Department Meetings and All-In Conversations**

- Colleagues are convinced that budget cuts are absolutely necessary and administration is playing straight with us. We need to have a stronger outreach to faculty. - MSP needs your help!
- Folks have bought into the “shared sacrifice” model, emotionally very committed to the narrative that faculty should be sacrificing. They are beginning to see the nuances, but there’s still a lot of work to be done. We need to have more meetings to reach out to our members.

- What about the football team? Can we be retrofitting buildings for ventilation & energy savings.
- Who are the low paid members in our bargaining unit who need to be protected? Part-time folks who teach university sections who teach a single class or two, 50% time lecturers, lower paid lecturers. Worried that we wouldn't have any control over who takes furloughs (progressive approach). We've seen no flexibility from administration for who takes furloughs and for how long.
- Definitely a split between faculty depending on department (CNS, Engineering, etc. need some extra conversations.)
- People are coming from a place of goodwill, but we need to do a better job getting the solidarity model out there - these are the ways we can help out.
- Faculty feel the pain of the staff deeply.
- Mutual aid update - we have about \$15,000 from the past week. Staff seem appreciative of support.
- Are there other universities doing the solidarity approach (Rutgers, California State system). Seems to have been fairly successful. On the other hand ASU & University of Akron.
- Marc has found that his conversations with faculty presenting the nuances of furloughs (needs to be progressive, guaranteed to save staff jobs) has changed a lot of minds.

#### **Membership Meeting, October 1 at Noon**

- Ask our members to come to the meeting
- Eve will show slides
- People who have ideas about what is working, please let us know

Discussion: how to discuss these issues with your colleagues/department/MSP members

#### **Dates to Remember**

9/30/2020, Wednesday, 4:00 p.m., New Faculty & Library Virtual Reception

10/1/2020, Thursday, noon, General Membership Meeting