

MSP Board & Reps Meeting
March 1, 2023

Board: Marc Liberatore, Kate Hudson, Priyanka Srivastava, Eve Weinbaum, Christine Turner, Jacquie Kurland, Asha Nadkarni, Dean Robinson, Jeanne Brunner, Clare Hammonds, Kevin Young, Laura Francis, Maciej Ciesielski, Paulina Borrego, Toussaint Losier, Tristram Seidler, John Staudenmayer, Jeremy Smith

Reps: Christine Hatch, Nathaniel Whitmal, Adena Calden, Bryan Monesson-Olson, Ezra Markowitz, Josh Michal, Kristen DeAngelis, Julia Feldhaus, Jordy Rosenberg, Laura Attansio, Leonora Thomas, Lisa Modenos, Luis Marentes, Luke Bouvier, Neal Katz, Om Parkash Dhanker, Pablo Visconti, Pablo Visconti, Peter Beltramo, Sandy Litchfield, Steve Eyles, Yasuko Shiomi, Jennie Donohue, Juniper Katz

Staff: Lori Reardon, Emily Steelhammer

Bargaining updates

MTA - Statewide parameters

- MTA has been organized around parameters for a long time, bringing together Mass unions of state employees to try to work together. Usually all these unions just wait for the parameters to be released, rather than us setting the agenda. Which is what we're trying to do this time. No one will settle unless our proposals are met. The number that they've come up with to meet past inflation is 20%. Hard part is having particular unions make side deals.
- July 2023, 5%; January 2024, 5%, July 2024, 5%; July 2025, 5%
- 2% or \$2,000 for each member that can be applied at the individual campus level
- .5% raise in lieu of steps
- For the past six years, from 2017-2023, our members received 2% annual raises that did not come close to the rate of inflation – in real terms, we took a pay cut. According to CPI data, our salaries have lagged 14% behind inflation over the past three years. Moody's projects inflation at just over 2% for each of the coming three years, which means a 20% increase would just keep us even with the cost of living. To support greater equity, each local will receive across-the-board raises of 20%, plus an additional 2%, or \$2,000 per employee as an Equity Fund to be distributed in a way determined through negotiations with the employer. GIC deductibles and co-pays have risen as much as 100 percent in the past decade; we were not able to address this in the 2017 nor 2020 contracts.
- Comparable Massachusetts employees have received much larger raises:
 - Governor: 55% raise since 2017, including a 20% raise in 2023
 - Constitutional officers: 37% raise since 2017, including a 20% raise in 2023
 - Legislative employees: 21% raise since 2017, including a 4.5% raise in 2023
- State revenues have far exceeded projections; tax revenues increased 38% over the past two years; state employees who do the work deserve their fair share. All of our departments of state government have had difficult hiring and retaining an outstanding,

diverse workforce, leaving critical state services strained for the citizens of Massachusetts.

UMass System Level

- All UMass campuses coordinating around some big issues. No specific ones yet aside from compensation

MUM = Multi-Union Momentum, UMass Amherst campus unions

- Compensation
- Childcare
- Parking & Transportation
- Additional campus closure days

MSP proposals

- We have agreed to a list of ground rules which includes a date by which all proposals need to be presented. We won't be getting new proposals from administration six months from now.
- Compensation - we've added merit, increase in minimums (NTT floors), increase promotion increments
- "Distance learning" - old language that needs to be updated, but keeping the things that we've won (can't be compelled to teach online; can't be monitored except under specific circumstances).
- Sabbatical 75% for full year (rather than 50%); credit towards sabbatical for semester that you're not on sabbatical during an academic year

Process for developing team and proposals

- We've crafted proposals based on previous proposals, input from the retreat, general assembly, board and reps.
- We put out a call for nominations for bargaining team members in order to form our current team, who have been working since the middle of the fall semester.
- Our hope is to be done in a slightly more expeditious manner this time, in which case we can work on a new process and more ambitious proposals next time.

Flex and online education

Pay equity process updates

- Previous process was the "anomaly" pay, no money actually there
- Now handled centrally; Labor/management committee; gets de-identified information and looks to see where there are inequities.
- As soon as next week the first \$1,000,000 (from the last five years) will be distributed
- \$3,000,000 to address all folks below the lines of best fit. Fixing inversions would cost tens of millions.
- 250 full-time members will be receiving raises

- If you are more than 5% below the line and earn less than \$150,000 you will receive a raise.
- Deans are still allowed to fix other problems, but that is a separate process

New hires

1. Should be encouraged to reach out to MSP
2. The offer letter should include contact information for MSP
3. Based on the latest contract

Save the Date

Advocacy Day - rescheduled to March 30

MSP Tenure Workshop

- March 6, noon-1:30 p.m. and
- March 7, noon-1:30 p.m.
- Contact MSP for details to RSVP

Spring 23 General Assembly

- April 26, noon-1:30 p.m.

MTA Annual Meeting

- April 28-29 in Springfield