

2/21/2018 MSP Bargaining Update

*From 2/22/18 All Unit Email to MSP Members

- For salaries, the administration proposed a one percent raise in the first year, and a possible additional one percent if the state meets an arbitrary revenue target. In each of the following two years, we would lose six months of our raise by getting increases in January rather than July, so we would get less than 2 percent per year. These are lower than raises offered to other state employees.
- MSP has long held that merit raises are only appropriate after everyone has received an across-the-board raise that meets the cost of living. Inflation is projected to be at least 2.5 percent per year over the next three years, so the first 2.5 percent should be across-the-board, and any merit raises should be above that basic level. The administration wants a large percentage of our puny raises to go toward merit pay, which we find unacceptable and unfair.
- MSP has argued that salary floors should increase significantly, especially for non-tenure-track faculty; the administration offered very small increases. We asked for increases in the promotion increases for Associate and Full Professor – those increments have not increased in nine years. The administration offered only a \$500 increase in promotional bumps.
- We had made progress toward a new Equity Adjustment Process, to replace the current dysfunctional anomaly process. We agreed in principle to a central joint committee of faculty and administrators, who would evaluate the data in a blind and impartial review process. However, the administration is insisting that deans and provosts have authority to make final decisions about equity raises, undermining the blind data-driven process, and potentially perpetuating a system of favoritism and inequality.
- For faculty who teach CPE or online courses, the administration is demanding that we forfeit our existing rights to intellectual property when we develop new courses for additional compensation. Administrators would like to have access to “a course in a can” that could be taught by anyone, anywhere.
- The administration will not consider our demand for Professional Improvement Leave for long-term full-time NTT faculty. We are asking for the same leave policy that professional staff have, but the administration is refusing. We changed our proposal significantly to limit the number of leaves that would be available each year, in a competitive process, but the administration has still said no.