



MSP
GENERAL ASSEMBLY

April 30, 2018



Agenda

- Bargaining and funding update – 15 minutes
- Janus Supreme Court Decision and Agency Fee – 10 minutes
- Table Discussion – 20 minutes
 - Possible actions for commencement or summer
 - Talking to Agency Fee payers
- Report back and decisions – 10 minutes
- Amendments to MSP By-Laws – 5 minutes
- Nominations of MSP Board & Officers and MTA Delegates
- Treasurer's Report -- FY19 Budget Approval – 15 minutes

Bargaining update (details on the MSP website)

- Days working without a contract: 303
- Days at the bargaining table: 561
- Hours spent bargaining (approximately): 210
- Bargaining priorities set in October 2016
 1. *Non-tenure-track faculty: notice, workload, and PIL*
 2. *Continuing and Professional Education: salaries and intellectual property*
 3. *Anomalies*
 4. *Salary*

Progress:

- Equity process to replace the old anomaly process
- NTT workload improvement
- NTT notice improvement
- Union security language
- Central administration covers union-related course releases
- Strengthen academic freedom language
- Strengthen faculty role in tenure and promotion language
- Librarians' sick leave, promotion, and sabbatical accrual
- Increases in payments for computer replacements, faculty first-year seminars, and honors seminars
- No more summer semester or “fitness for duty”

Labor-management committees (This means YOU)

- Title IX and sexual harassment procedures
- Gender Equity Study implementation
- Online SRTIs and holistic teaching evaluations
- Sick leave committee
- Research and Extension Faculty

Still working on:

- NTT Professional Improvement Leave
- Equity process details
- CPE -- minimum salaries
- CPE -- intellectual property and rights of first refusal
- Salary floors for each rank
- Promotion increments
- Salaries...

Salaries:

- Other state employees have received 2/2/2 – not including the 0.5 percent in lieu of steps
- GEO just settled for 2.5/2.5/2.5
- UMass is still below the state parameters

Latest administration proposal:

- TWO contracts
 - *One-year contract 2017-2018*
 - *Two-year contract 2018-2020*
- Why?
 - *Guarantee two years of state funding*
 - *Unions are the most effective lobbyists*

Are we being used?



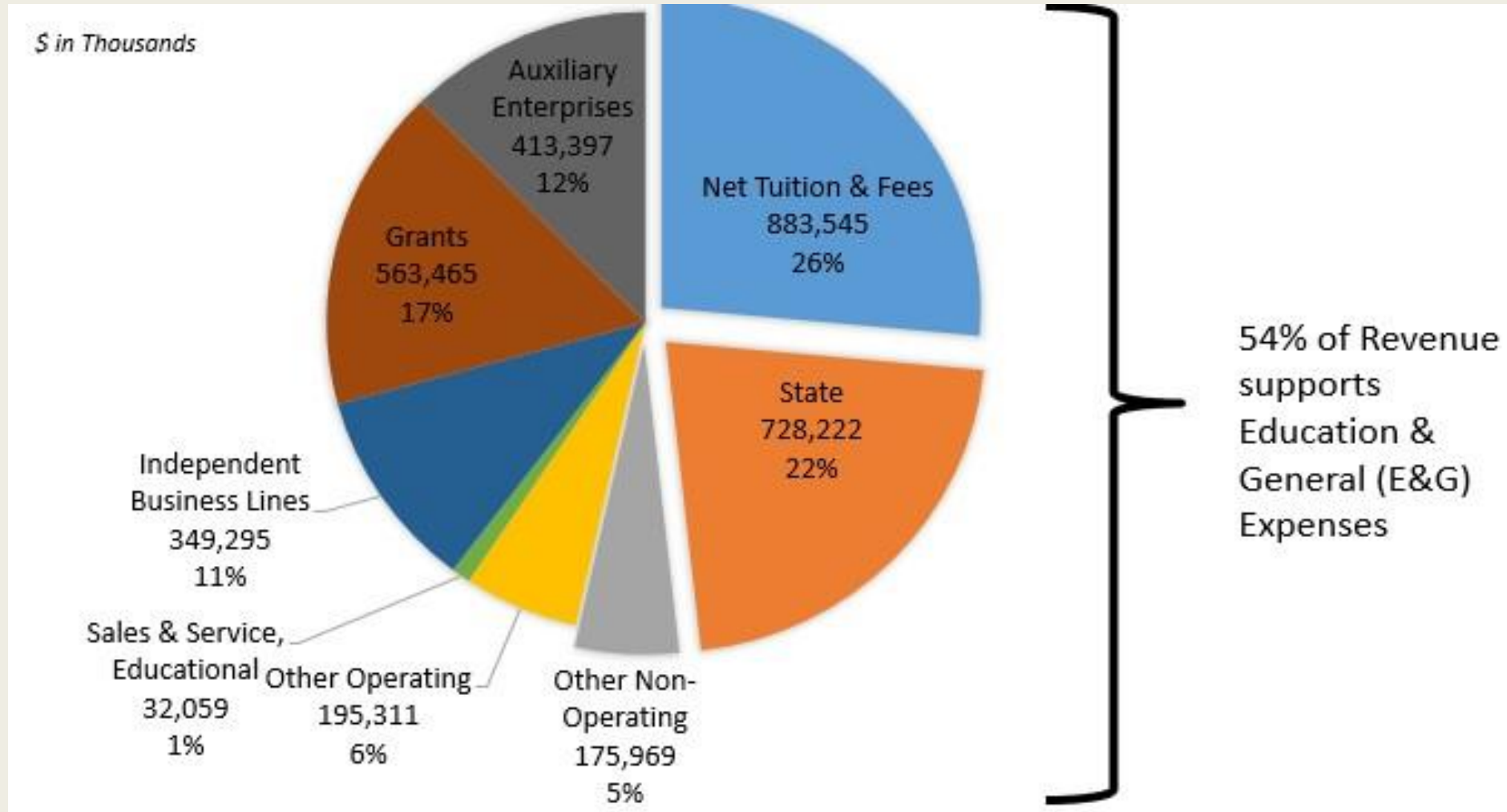
State funding is too low...

- Overall, state funding for public higher education is too low – 35 percent drop in per-student allocations
- Massachusetts near the bottom in higher ed – just as West Virginia, Oklahoma, Kentucky and Arizona are near the bottom in K-12 funding
- Student debt is too high – went from one of the states with lowest student debt to one of the highest in just ten years
- That's why we support PHENOM and work with all the state unions to advocate for funding for public higher ed
- MSP and administration agree we need 250 more full-time faculty, which requires legislative action including Fair Share Amendment

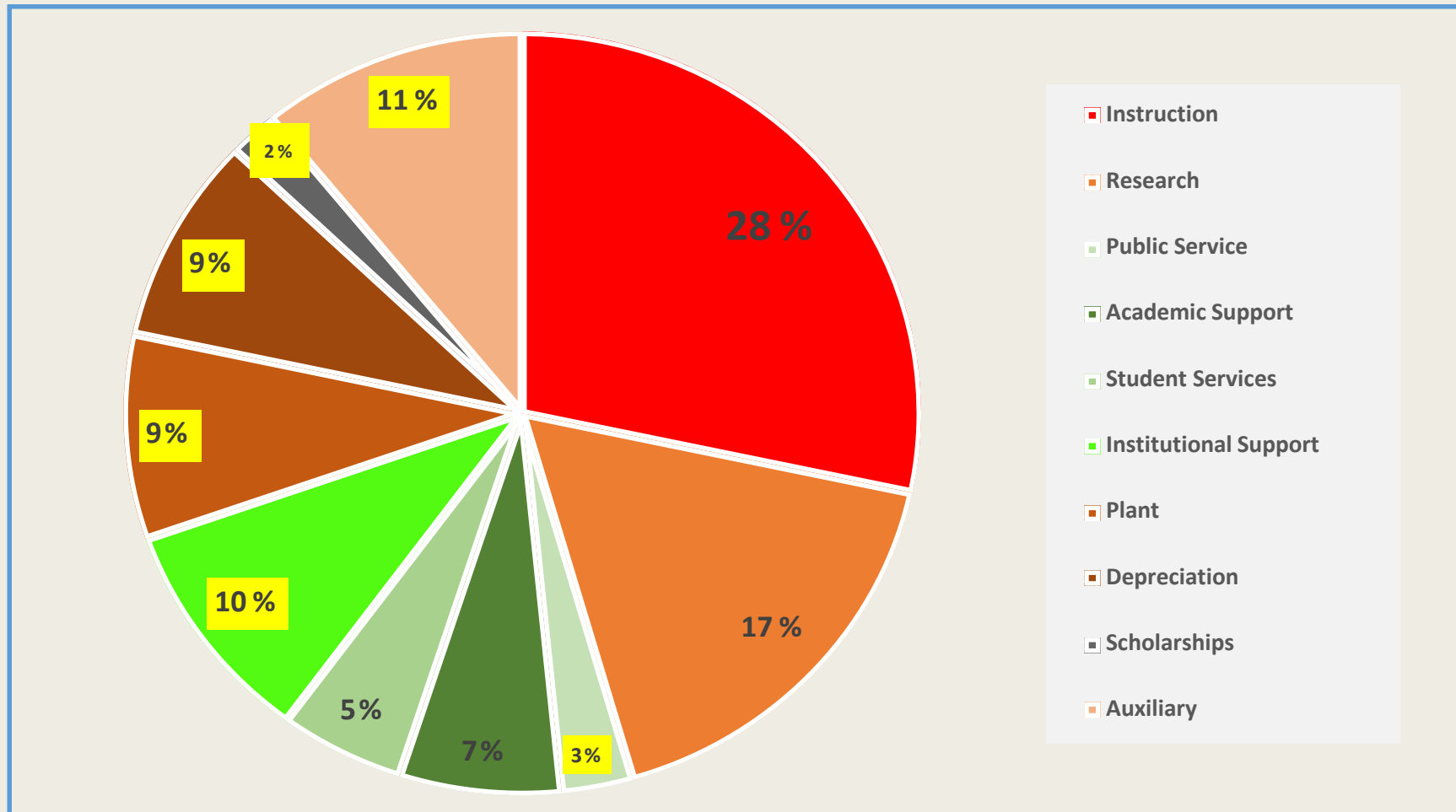
But...it's about priorities

- In the last three years, UMass received more than enough to cover all union contracts
- Increases in state budgets for UMass have always covered collective bargaining (base allocation to UMass + the collective bargaining reserve)
- UMass President's office staff got 2.5 percent raises and Meehan complained these were lower than the cost of living
- Sudden purchase of Mount Ida will cost our campus at least \$4 million next year, showing that funds become available when it's a priority
- President Meehan is our target because he has the power to give us fair contracts

Only 22 percent of the UMass budget is state-funded



Only 28 percent of UMass expenses are instruction (including faculty salaries)



Brainstorming:

- Reaching out to MSP members and non-members
- Commencement actions
 - *Flyering guests with congratulations and information?*
 - *Press event?*
 - *Need a lot of people to do this*
- Summer actions
 - *Work to rule?*
 - *Email auto-reply after May 22?*
 - I've been working without a contract for 327 days...
 - I'll get back to you on September 1st
 - Please email the administration and ask to settle fair contracts