

**MSP CONTRACT  
INFORMATION MEETING**

June 30, 2020

# MSP CONTRACT INFORMATION MEETING AGENDA

1. Campus reopening plan (2:00 – 2:10)
2. Overview of one-year contract agreement (2:10 – 2:30)
  - a. Tentative agreements
  - b. Online teaching agreement
4. Questions and answers (2:30 – 2:50)
5. Ratification and future plans (2:50 – 3:00)

## GROUND RULES

- This meeting is for MSP members only. Please be respectful of everyone's point of view.
- Please do not record or photograph the meeting in any way
- Please stay on mute so that everyone can hear.
- Please type questions or comments into the Chat box.
- MSP staff will keep a copy of the Chat from the meeting, and after the meeting we will add to the FAQ and post this PowerPoint on the MSP website: [umassmsp.org](http://umassmsp.org)
- If you have questions about your individual situation, please email them directly to [msp@umass.edu](mailto:msp@umass.edu). All queries to the union are confidential.

## REOPENING CAMPUS PLAN

- No multi-modal classes. All classes are either face-to-face or remote/online.
- Almost all classes are online. Workload adjustments for high-quality online.
- Faculty, staff, and students in high-risk groups “are encouraged to continue remote work and study”
- Physical distance on campus to meet FEMA and CDC guidelines
- Cleaning protocols, materials, and PPE provided to all on campus
- COVID-19 testing for all who return to campus
- Students sign the UMass Agreement and promise to physically distance, wear masks, take their temperature every day, be safe....??

## KNOWN UNKNOWNNS

- How many students will be on campus?
- Do students have to quarantine *before* coming to UMass in August? (especially from states with high rates of infection)
- What happens to essential face-to-face courses if the faculty member is in a high-risk group or cannot be on campus?
- Isolation or quarantine spaces for faculty or staff who get sick?
- How/when would they decide to close campus if infection rates rise?
- What is likely to happen for the Spring 2021 semester? When will we know?

## TO BE NEGOTIATED:

- Impact of the calendar change – adjust faculty period of non-responsibility
- Who works from home – agreement to CDC guidelines but those change
- Parking – fees; notice; pause without losing access; alternatives to public transit
- Impact of Brandman University partnership, Simplilearn, and other wacky ideas
- Technology and computer funds – process for access to necessary equipment
- Childcare and elder care funds – process for applications and access
- Health and safety protocols including:
  - Regular testing available for all on-campus employees and students
  - Workers’ right to know exposure risks including air quality, adequate ventilation and cleaning plans
  - Availability of isolation/quarantine spaces for faculty and staff
  - Right to use our own medical providers and protect medical privacy

## ONE-YEAR CONTRACT EXTENSION

- We have a signed agreement for an extension until June 30, 2021
- All current contract provisions remain in effect
  - No raises but pay cannot be cut (unless we agree to negotiate)
  - Tenure and promotion processes and promotional increments are the same
  - Retrenchment language and layoff notice provisions remain the same
- In the coming year we will negotiate a new contract, including:
  - Race and gender equity
  - Climate justice
  - Teaching tenure track
  - Holistic teaching evaluations...and much more

# THANK YOUR BARGAINING TEAM!

- Jacquie Kurland, Communication Disorders
- Marc Liberatore, College of Information and Computer Sciences
- Asha Nadkarni, English
- Eve Weinbaum, Labor Studies and Sociology
- Kate Zdepski, Libraries

## Staff:

- Heather LaPenn, MTA Consultant and Lead Negotiator
- Mickey Gallagher, MSP Consultant
- Lori Reardon, MSP Staff Member



# TENTATIVE AGREEMENTS

- Bereavement Leave: Increase to 5 days, expansive definition of family, more leeway for non-family leave
- Sick Leave Process: Remove department chair/dean from process; medical practitioner makes determination
- Librarians' access to flex time without approval of the dean
- Professional Improvement Leave expanded to more NTT faculty including Extension and Clinical Faculty
- Paid leave for community service one day each month
- Research-intensive semester for pre-tenure faculty guaranteed in all colleges/schools
- AFR/ALR review committee to consider changes in the form
- Clarification of dates for tenure process; no more off-cycle cases for January hires
- Guarantee of sufficient office space for TT faculty
- Promotion to Full Professor: expanded criteria in the Red Book
- Partner Employment Program
- Gender neutral contract language

## PROVISIONS FOR ONLINE TEACHING

- Faculty teaching assignments shall be developed at the department/program level and faculty members shall have prior and reasonable consultation regarding their assignment.
- Instructors who develop fully online courses will be expected to engage extensively with information technology, instructional design and pedagogy experts from the Instructional Design, Engagement and Support group (IDEAS), the Center for Teaching and Learning (CTL), the Libraries and other relevant resources...for high-quality teaching
- Faculty members who are required to convert a traditional course to fully online will be granted a workload modification or other accommodation in recognition of the time and effort required for high-quality course development work (but no additional compensation).

## CONVERTING TO HIGH-QUALITY ONLINE COURSES

The faculty member will choose one of the following options:

1. Future course release – timing to be determined with approval of the Chair in one of the following seven semesters;
2. One year of sabbatical credit;
3. One year of credit towards continuous appointment (for NTT)

Tenured faculty will be expected to choose option 2 (sabbatical credit) unless that option is not workable for them.

Faculty who leave UMass before using their course release will be made whole.

Any arrangements different from the options above must be agreed to between the faculty member, MSP, and the administration.

## NO WORKLOAD ADJUSTMENT IF NO “ADDITIONAL WORK”

- Faculty who teach a traditional face-to-face course
- Faculty who teach courses that were already online
- Faculty who teach a fully online discussion course (with 12 or fewer students) for which the instructor does not create alternative curricula or put in additional course development/conversion work – e.g., graduate seminars expected to be taught on Zoom

## TECH AND INSTRUCTIONAL AGREEMENTS

- The administration will provide all support necessary for faculty to convert and teach fully-online courses, including technological assistance as well as instructional design.
- Departments may appoint faculty with specialized training and/or experience in online education to provide additional technical and instructional design support and mentoring to colleagues, with additional workload adjustments.
- Teaching evaluation process: Suspend SRTI for Fall 2020 and allow instructors to create their own forms, or to use SRTI or FOCUS for student feedback.
- Computer replacement and tech support will be merged into one fund. Childcare and elder care is another fund.

QUESTIONS?

## WHAT CAN YOU DO?

- Send a message to your legislators demanding a stimulus package to fully fund public higher education!
- Make a donation to provide meals for frontline workers who are continuing to work every day through this pandemic. We are providing meals to hospital staff, EMTs, bus drivers, garbage collectors, nursing home staff. Donate to Feed the Frontline Western Mass: **[feedthefrontlinewm.com](http://feedthefrontlinewm.com)**
- Send your ideas and questions to the MSP at **[msp@umass.edu](mailto:msp@umass.edu)**