

MSP MEMBERSHIP MEETING

April 29, 2021

AGENDA

- Welcome and ground rules – Marc – 12:00–12:05
- Budget update – Eve – 12:05–12:15
- Bargaining update – Eve – 12:15–12:25
- Climate justice work – Madeleine – 12:25–12:30
- MSP budget – Jen – 12:30–12:40
- MSP nominations and elections – Eve – 12:40–12:45
- Q&A – Marc and MSP Executive Committee – 12:45–1:00
- Post-meeting – Continuing the Q&A – 1:00–1:30

GROUND RULES

- This meeting is for MSP members only.
- Please do not record or photograph the meeting in any way.
- Feel free to type questions or comments into the Chat box – but be patient because we have a lot of information to share and we'll get to your questions.
- This PowerPoint will be posted on the MSP website tomorrow:
umassmsp.org
- If you have questions about your individual situation, please email them directly to msp@umass.edu. All queries to the union are confidential.

BUDGET UPDATE

- UMass Amherst received federal stimulus funds including:
 - \$18 million from HEERF I – needed to cover the deficit
 - \$27 million from HEERF II (\$9 million for student support) – covered deficit and created surplus
 - \$50 million from HEERF III/ARPA – all surplus
- Current budget reports from administration detail costs of COVID but *not* savings, including closed buildings, canceled events/travel, and FURLOUGHS and staff reductions
- UMass unrestricted reserves and emergency funds still contain more than \$450 million – campus and system surpluses every single year
- House Ways and Means budget provides level funding plus \$10 million for UMass (not including collective bargaining increases) – ARPA allocations coming next
- Administration message: austerity and caution

MSP BARGAINING UPDATE: REOPENING AND COVID ISSUES

- Agreement on teaching evaluations: choice of SRTI or FF and non-comparable
- Agreement that default modality for fall will be on-campus; Article 35 applies
- NO Agreement on:
 - Additional extension of TDY delays with retroactive pay – with the option to revert to one's original TDY (Agreement for new faculty)
 - Workload adjustments for faculty and librarians whose work increased
 - Accommodations for faculty and librarians with COVID-related health concerns
 - Curricular decisions including modality up to departments/programs to support student needs – consistent with pre-COVID status quo

MSP BARGAINING PRINCIPLES: RACE AND GENDER EQUITY PRIORITIES

- Recruit faculty and librarians from underrepresented groups through cohort hires
- Equitable workload processes for departments, libraries, and clinical
- Holistic evaluations of teaching rather than relying on SRTI scores
- Reduce gender and race inequities at the time of hiring by having candidates meet with MSP both pre-hire and upon separation
- Expand access to childcare and elder care – expand UMass childcare
- Ongoing oversight of equity in pay, start-up, space, etc., with funds to equalize
- Librarians eligible for all internal faculty funding and seminar opportunities
- Discrimination should be grievable under the MSP contract

MSP BARGAINING PRINCIPLES: FULL STAFFING

Return to at least pre-COVID staffing levels in departments and libraries.

Hire necessary staff to provide:

- Excellent essential student services
- Staff- and faculty-appropriate workloads
- Equity for Black, Indigenous, and People of Color (BIPOC), all genders, and low-income students/staff/faculty

MSP BARGAINING PRINCIPLES:
~~ONLINE EDUCATION~~
FLEXIBLE LEARNING

- Maintain academic freedom and intellectual property rights
- Fairness in workload allocation and compensation
- Multi-model/blended courses count as two courses for workload
- Compensation for developing/converting to an online course and “kill fee” for under-enrolled courses
- Union representation for all instructors

MSP BARGAINING PRINCIPLES: NTT AND TEACHING TENURE TRACK

- Teaching Tenure Track: lecturers who demonstrate excellence in teaching, participate in scholarship, and invest significantly in the life of the university should have access to a tenure track.
- Equity is not compatible with a two-tier or three-tier system; empty titles are not a solution
- Expand Professional Improvement Leave eligibility and improve processes

MSP BARGAINING PRINCIPLES: CLIMATE JUSTICE AND GREEN NEW DEAL

- Net zero emissions from campus buildings by 2030; procure electricity from 100% renewable sources
- Retrofit buildings, deferred maintenance to make offices comfortable, safe, less waste
- Construction and maintenance by unionized labor, establish training and career ladders, further racial and gender justice
- Incentives to reduce driving – Occasional Parking/carpool permits, bicycle support, PVRTA
- Cut campus ties with Bank of America; provide ATMs from local banks instead
- Provide fellowships for diverse Climate Justice Leaders to plan climate justice education
- Flexible work schedules and expand telecommuting options for staff and librarians
- Close campus around Thanksgiving, and between Christmas and New Year's Day

MSP BARGAINING PROPOSAL: SALARY PRINCIPLES

Multi-union proposal for raises for all faculty and staff:

- 4 percent per year across-the-board increases
- Additional 0.5 percent per year for units without step increases
- \$1,000 additional on base to cover increased GIC/PFML costs
- Plus merit pay to cover all years without merit

GOVERNOR BAKER'S PARAMETERS

- Salary parameters are set at the state level for ALL public employees – not negotiated
- Original Baker proposal was 0-0-4
- Parameters released yesterday are:
 - **Zero for year one (FY21) with 1.5 percent “bonus”**
 - **Two percent for year two (FY22)**
 - **Two percent for year three (FY23)**
- These numbers include across-the-board AND merit raises (for units with merit)
- These numbers do not meet the cost of living
- Statewide unions agree: this is insulting and unacceptable

WHAT NEXT?

We fight back – in coalition with statewide unions – meeting tomorrow

Targets:

- Governor Baker (3 bites at the apple)
- Executive Office of Administration and Finance
- State legislature could add to the budget and override a veto – or change the process
- Congressional reps and Senators could pressure Baker to spend the stimulus funds

State revenue is way up – over \$1.5 billion above projections – and rising

We will need to mount a serious campaign to move Baker's administration

AND ALSO...

UMass can do better.

- Our campus is ending the year with at least \$75 million in surplus funds
- Every year has shown a surplus of more than \$20 million – more than enough to cover our proposed raises
- The state received \$4.5 billion from ARPA to spend on public services
- UMass receives 22 percent of revenue from the state and 78 percent from other sources including tuition/fees, grants/contracts, auxiliary – why should 100 percent of raises be tied to state budget allocations?
- Faculty, librarians, and staff deserve respect – UMass works because we do

WE NEED YOU

What issues matter to you? Come speak up!

1) Participate in contract negotiations!

- Fill out the form NOW (see link in chat)**
- We will contact you when we have a schedule of bargaining topics**

2) Participate in our Listening Tour with the Chancellor and Provost

- Issues of teaching, research, student support, campus morale**
- May 3 and June 7**

UPCOMING WESTERN MASS LEGISLATIVE MEETINGS



Thursday, April 29 @ 5pm

w/ State Representatives Brian Ashe, Mike Finn, Jacob Oliveira, Angelo Puppolo,
Carlos Gonzalez and Orlando Ramos

Wednesday, May 5 @ 5pm

w/ State Senator Adam Gomez

THE MSP BUDGET

With thanks to Jen Adams and Lori Reardon



2021 NOMINATIONS FOR MSP OFFICES

OFFICERS

Co-Presidents, 24

Eve Weinbaum
Marc Liberatore

Vice President, 22

Sigrid Schmalzer

Vice President, 24

Christine Turner

CHFA, 24

Kevin Young

CSBS, 22

Fareen Parvez

Public Health, 24

Christine Ho

Library, 24

Jeremy Smith

Vice President, 24

Jacquie Kurland

Vice President/Grievance Officer, 22

Asha Nadkarni

CNS, 24

Caleb Rounds

CSBS, 24

Clare Hammonds
Dean Robinson

ISOM, 24

Jeanne Brunner

CICS, 23

Michael Ash

DELEGATES TO MTA ANNUAL MEETING

May 1, 2021

1. Dave MacCourt
2. Ruth Jennison
3. Hoang Phan
4. Kate Hudson
5. Eve Weinbaum
6. Marc Liberatore
7. Asha Nadkarni
8. Jen Adams
9. Josh Michal
10. Hendrik Van Den Berg
11. Joe Levine
12. Louise Antony
13. Joel Saxe
14. Michael Ash
15. Steven Brewer
16. Noe Martin Wiener
17. Jeanne Brunner
18. Priyanka Srivastava
19. Clare Hammonds
20. John Staudenmayer
21. Valerie Voorheis
22. Kevin Young

Additional nominations for Board or Officer positions?

THANK YOU TO ALL WHO DO THIS IMPORTANT WORK!

QUESTIONS?

Email MSP@umass.edu