

MSP MEMBERSHIP MEETING

April 8, 2021

AGENDA

- Welcome and ground rules – Marc – 12:00 – 12:05
- UMass financial situation – Marc – 12:05 – 12:25
- MSP bargaining platform – Asha – 12:25 – 12:35
- What can we do? – Eve – 12:35 – 12:40
- MTA updates – Max – 12:40 – 12:45
- Q&A – MSP Executive Committee – 12:45 – 1:00
- Post-meeting – MSP bargaining team and members – 1:00 – 1:30

GROUND RULES

- This meeting is for MSP members only.
- 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 – 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: 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.

WHERE'S THE MONEY?

MSP BARGAINING PRINCIPLES: COVID-RELATED ISSUES

- Make SRTI optional (administration unilaterally decided to require SRTI this semester)
- Automatic extensions of TDY delays with retroactive pay – with the option to revert to one's original TDY
- Workload adjustment for faculty and librarians whose work increased due to Covid-19 health and safety protocols to accommodate in-person student instruction and services
- Accommodations for faculty and librarians with Covid-related health concerns in the fall

MSP BARGAINING PRINCIPLES: RACE AND GENDER EQUITY

- Recruit faculty and librarians from underrepresented groups through multiple pathway 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
- 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

.....AND MORE

MSP BARGAINING PRINCIPLES: SALARY AND BENEFITS

- Multi-union proposal for raises for all faculty and staff of approximately 5% per year
- Merit pay for all years without merit
- Improved dental, vision, and hearing benefits
- Eliminate GIC 60-day waiting period
- Increase salary floors and promotional increases

MSP BARGAINING PRINCIPLES: FULL STAFFING

- 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

- Maintain academic freedom and intellectual property rights
- Fairness in workload allocation and compensation
- Multi-model/blended courses should count as two courses for workload calculations
- Compensation for 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

- 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

- Allow flexible work schedules and expand telecommuting options
- Close campus around Thanksgiving, and between Christmas and New Year's Day
- Net zero emissions from campus buildings by 2030; procure electricity from 100% renewable sources
- Retrofit buildings, deferred maintenance, renovations to make offices comfortable, safer, less waste
- Construction and maintenance by unionized labor, establish training and career ladders, and further racial and gender justice
- Provide incentives to reduce driving – Occasional Parking/carpool permits, bicycle support, PVTA service
- Cut campus ties with Bank of America; provide ATMs from local banks instead
- Provide fellowships for 12 diverse Climate Justice Leaders to plan education around climate justice

.....AND MORE

WE NEED YOU

- ❑ **What issues matter to you? Come speak at contract negotiations!**
 - **Fill out the form NOW – and stay for the 1:00 prep meeting**
 - **We will contact you when we have a schedule of bargaining topics**

- ❑ **Asteroid action on Wellness Wednesday!**
 - **Wednesday, April 14 at 3:00 pm near the UMass pond**
 - **Sign the petition to bring staff back and end all furloughs**

- ❑ **Legislative forums! Come make the case for a fully funded, fully staffed UMass!**
 - **TODAY, April 8 at 4:00 pm**
 - **Monday, April 12 at 4:00 pm**

UPCOMING WESTERN MASS LEGISLATIVE MEETINGS



Thursday, April 8 @ 4:30pm

w/ State Senator Adam Hinds, and State Representatives Tricia Farley-Bouvier, and Smitty Pignatelli

Monday, April 12 @ 4pm

w/ State Senators Jo Comerford, and State Representatives Natalie Blais, Mindy Domb, Paul Mark, Lindsay Sabadosa, Daniel Carey, and Kelly Pease

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

QUESTIONS?

Email MSP@umass.edu