

MSP Successor Negotiations  
for a 2024-2027 Contract  
Bargaining Themes, Principles, and Proposals

With input from members gathered over the past two years, we have presented proposals organized around the following themes and principles. Several of these proposals, marked with an asterisk (\*), are made in coalition with the other unions on campus.

I. Competitive and Equitable Salary and Benefits

A. Salary and raises

1. Across-the-board salary increases sufficient to catch up to inflation by the end of this contract period
2. Merit pay not just for this contract period, but to catch up for the previous seven years without merit pay
3. Equity raises: flat dollar, on-base increases that help benefit our lowest-paid members
4. Centrally funded raises for grant-funded employees when the grant does not have sufficient funds to cover the salary increases
5. Increases to floors, promotional increments, librarian stipends. Most have been significantly unchanged since 2017 or before, and inflation has significantly eroded their value. Increases to NTT and librarian floors are especially important as some colleges hire only at the floor

B. Additional ranks / raises

1. Full Professor 2 and Senior Lecturer 3 are proposed promotional ranks after six additional years of service to give raises to our longest-serving members, reducing salary compression and aiding retention. Both would mirror the standards and process used in lecturer promotions (meritorious performance, promise of continued professional development) and would not require external letters.
2. An increase to PMYR awards and have them applied to base salary (that is, make PMYR a raise, rather than a one-time award).

C. Improvements to Health & Welfare Benefits

1. Increase the employer contribution to \$22.50/week (unchanged for nearly a decade) to be able to negotiate better benefits with providers
2. (Not part of contract bargaining: we are exploring a merger with a larger state employee trust to have more negotiating power when we put the dental contract out to bid!)

D. Increased funds to support bargaining unit members

1. Increase the Partner Employment Program subsidy to \$60K/year
2. Research Support Fund (double current funding)
3. Teaching Support Fund (double current funding)
4. Computer Replacement Fund (double current funding)
5. Transition Fund (double current funding)

- 6. Childcare/Eldercare Fund (double current funding)
- 7. Equity Review and Adjustment Fund (double current funding)
- II. Equity and Fairness Proposals
  - A. \*Child Care
    - 1. Increased capacity at the University's child care center (CEEC), and grant right of first refusal of some slots to bargaining unit members
    - 2. A return of CEEC hours to pre-pandemic levels
    - 3. Infant care to bridge gap between parental leave and child's eligibility for 15-month classroom
  - B. Better support for international faculty
    - 1. University should pay all costs for visas and green cards of faculty and partners.
    - 2. International Programs Office should provide clear information to faculty about visa options.
  - C. Equalizing NTT Partner Hires
    - 1. Partner hires should not have a longer "clock" to continuous appointment (six years rather than three) than any other NTT faculty hire – they are only hired if they meet the bar and should not have to wait six years for job security.
  - D. Broadening access to NTT Professional Improvement Fellowships
    - 1. Eliminate the current cap, and make it a floor (at least 12) per semester.
    - 2. Rename to Professional Development Fellowship.
  - E. Equitable promotion/retention of part-time lecturers
    - 1. Change eligibility for lecturer promotions to semesters of work rather than full-time equivalent (FTE) years.
  - F. Parental leave for Research Faculty
  - G. Eliminate the sabbatical credit hole
    - 1. All (non-sabbatical) paid work time should accrue sabbatical credit -- currently the other half of a six-month/one-semester sabbatical does not accrue credit
- III. Sustainability and Climate Justice Proposals
  - A. \*Greener transportation options
    - 1. Expand bus services
    - 2. Reward people who limit driving
    - 3. Better support for bike commuters
    - 4. Equitable access to existing Amherst/Boston shuttle, currently limited to one college
  - B. \*Campus closure/shutdown during Thanksgiving break and between Christmas and New Year's Day
- IV. Librarian Proposals
  - A. Clarify communication and consultation channels between Librarians Personnel Committee/ Librarians Council and the Dean of Libraries
  - B. Clean up language in Appendix A(L) to clarify timing of Librarian PMYRs

- C. In line with faculty review processes, for all annual reviews and personnel actions, the levels of review shall consist of the 1) LPC, the 2) Direct/Immediate Supervisor, and the 3) Dean of University Libraries
- V. Other Coalition Proposals
  - A. \*Air Quality: improve HVAC to ensure healthy workplaces
  - B. \*Anti-Privatization: University shall not contract out bargaining unit work, including to the Foundation
  - C. \*Protection from Unfair Discipline
    - 1. Offer restorative processes for addressing conflicts (excluding academic matters like grade challenges and honesty process)
    - 2. Create a Bias in Discipline review board