

Welcome!

MSP General Assembly

2 December 2024

Compensation

Salary Increases and Merit Pay

- Across-the-Board
- Merit Increases
- Equity Increase



Compensation

Increases to

- Salary Floors
- Promotional Increments
- Librarian Stipends

Major turnout planned for bargaining on Dec. 6!



Compensation

Additional Ranks

- **Full Professor 2.** Eligible six years after promotion to Full. Standards and process used for Senior Lecturer 2 promotion.
- **Senior Lecturer 3.** Promotional procedure, standards and promotional increment corresponding to Senior Lecturer 2.

Powerful member testimony delivered Oct. 17!



Compensation

Health and Welfare Fund

- Increase the Health and Welfare Fund to \$22.50 per FTE bargaining unit member per week.
- If the MTA Health and Welfare Trust is combined with another Health and Welfare Fund, the Administration agrees to take all the necessary steps to effectuate that change as soon as practicable.



Compensation

Funds to Support Bargaining Unit Members

- Research Support Fund
- Teaching Support Fund
- Computer Replacement Fund
- Transition
- Childcare/Eldercare Fund
- Equity Review and Adjustment Process



Compensation

- Grant Funded Bargaining Unit Member Raises
- PMYR on Base
- Partner Employment Program



Equity and Fairness Proposals

Support International Faculty & Librarians with Immigration Costs and Processes

- University should pay costs related to visas & green cards.
- International Programs Office should provide information about visa options.



Equity and Fairness Proposals

Equalize Length of Pre-Continuous Appointment Time for Partner Appointments

- Partner hires should be treated the same as other NTT faculty for when they are eligible for continuous contract.



Equity and Fairness Proposals

Increase access to NTT Professional ~~Improvement~~ Development Fellowships

- Eliminate the current cap of 12.
- Rename to Professional Development Fellowships.



Equity and Fairness Proposals

Equitable Retention of Part-time Lecturers

- Change eligibility for lecturer promotions to semesters of work rather than FTE.



Equity and Fairness Proposals

Parental Leave for Research Faculty

- Extend the parental leave benefit to Research faculty.
- Remove language from 27.3.5 (b)(2) that excludes these members.



Equity and Fairness Proposals

Count All Non-Sabbatical Time Towards Sabbatical

- Correct quirk in sabbatical bank language that results in no credit accrual during the year that the sabbatical is taken.



Sustainability Proposals

Greener Transportation (Coalition Proposal – provisionally moved to Parking and Transportation Advisory Board)

- Expanding bus services
- Rewarding people who limit driving
- Better supporting bike commuters
- Providing equitable access to Amherst/Boston shuttle



Sustainability Proposals

Campus Closure (Coalition Proposal)

- Close campus during Thanksgiving break and the week between Christmas and New Year's Day



Other Coalition Proposals

Child Care (submitted by MSP)

- Increase capacity at campus-run facility to at least 70 full-day slots
- Make slots available to bargaining unit members first
- Return hours to pre-pandemic levels
- Provide infant care (0-15 months)

Powerful member testimony delivered Nov. 1!



Other Coalition Proposals

Air Quality (submitted by PSU)

- Specifics TBA



Other Coalition Proposals

Anti-Privatization (submitted by PSU)

- University shall not contract out bargaining unit work, including to the University Foundation



Other Coalition Proposals

Protection from Unfair Discipline (submitted by PSU)

- Offer restorative processes for addressing conflicts (excludes academic matters like grade complaints and academic dishonesty)
- Create Bias in Discipline Review Board



Administration's Proposals

Curtail the grievance procedure

- Remove our **legal right** to bring our members!



Administration's Proposals

Extend probationary period for NTT faculty

- From three years to four
- No substantive response to our question about what problems this solves



Administration's Proposals

Streamline termination processes

- A streamlined termination process for members who “exhaust sick leave.” Unclear what this means given the sick leave bank. One year unpaid leave then terminated unless fitness for duty certified.
- A streamlined termination process “When an administrative official believes that a bargaining unit member has abandoned their position at UMass” - terminate after email and certified mail



Administration's Proposals

Reduce the scope of the equity review process

Remove the below (current) contract language:

~~The parties agree to expand the scope of the Salary Equity Committee to include a review of the potential inequity in retention and start-up packages. In addition, the salary equity review process shall be modified to consider salary equity reviews at promotion or other milestones such as PMYR and the prioritization of equity awards to lower paid disciplines where women and persons of color have greater representation.~~



Administration's Proposals

Eliminate contract bargaining for changes to various policies

Sabbatical and other leave policies, IP, conflict of interest, outside consulting, and additional compensation policies all currently must be bargained.

Administration would like us to waive that requirement permanently.



Administration's Proposals

Major changes to online

Allow online to be assigned during AY “just like any other teaching”

Strike basically all protections and rights from Article 35, kinda need to see it to believe it.



Administration's Proposals

Further centralization of teaching evaluation

Provost to determine guidelines for holistic teaching evaluations

Departments required to agree to a single centrally administered student evaluation form



LET it grow!

LET it grow!

LET it grow!



raise the FLOORS



MSP SAYS: RAISE THE FLOOR 25%!

WITH INFLATION OUTPACING STAGNANT WAGES, A SALARY FLOOR BOOST IS A CRITICAL STEP TOWARD ALIGNING COMPENSATION WITH THE TRUE COST OF LIVING FOR OUR FACULTY AND LIBRARIANS.

ARE YOU AN MSP MEMBER?
SHARE YOUR STORY AT THE BARGAINING TABLE
ON FRIDAY, DEC. 6TH FROM 9:30AM-11:30AM.
CONTACT MSP@UMASS.EDU.



MSP SAYS: INCREASE PROMOTIONAL INCREMENTS

MSP PROPOSES AN INCREASE OF

25%



ARE YOU AN MSP MEMBER?
SHARE YOUR STORY AT THE BARGAINING TABLE
ON FRIDAY, DEC. 6TH FROM 9:30AM-11:30AM.
CONTACT MSP@UMASS.EDU.



JOIN THE ALL UNION RALLY & STROLLER PARADE FOR CHILDCARE AT UMASS AMHERST

Do it for the kids!



COME IN COSTUME AND BRING YOUR KIDS TO MAKE NOISE, SING, AND CHANT! FACE PAINTING & SHENANIGANS PLANNED!

INCREASE CAPACITY!
EXPAND CARE HOURS!
CREATE INFANT CARE!
SUBSIDIZE CHILDCARE!

NOON
FRI, NOV. 1
MEET OUTSIDE
THE STUDENT UNION

COMMUNITY IS WELCOME!



Est. 1786

Daily Hampshire Gazette

Child care dilemma at UMass: Unions highlight capacity problem, while university plans for new, larger facility



AMHERST — It can take years for University of Massachusetts faculty and staff to get child care coverage on campus — a longtime problem that union members are demanding the university address as waitlists for new parents currently stand at more than 200 families.

At a recent rally on campus, about 200 faculty, staff and students representing UMass' various unions sought to highlight the issue, with the administration responding that plans are in the works to expand child care capacity at the flagship campus by 50%.

Eve Weinbaum, president of the faculty and librarians union at UMass, was among those gathered to call for more child care resources, as the faculty and librarian unions were at the bargaining table with the university administration to negotiate child care.

Overview ^①

Reach	4,551
Post interactions	156
Profile activity	155

Reach ^① 4,551

Impressions	9,249
-------------	-------

Interactions ^① 156

Likes	98
Shares	46
Saves	11
Comments	1



 msp_amherst Yesterday, librarians and faculty at UMass Amherst delivered powerful testimony at the bargaining table and shared in heartwrenching detail how the lack of childcare affects them.

Before friends and family learn of a pregnancy, for example, MSP members quickly call the CEEC, our childcare center, to net on the waitlist and hen

[View insights](#) [Boost post](#)

   

 Liked by westernmass.alf and 37 others

November 2

 Add a comment... [Post](#)

