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