

# MSP GENERAL ASSEMBLY

December 13, 2021

## AGENDA

- Welcome and ground rules – Marc – 12:00–12:05
- Academic Calendar update – Marc – 12:05-12:10
- Health and safety updates – Eve – 12:10-12:15
- MSP bargaining updates – Eve – 12:15-12:30
- Other issues – Asha – 12:30-12:40
  - Sabbatical denials
  - Understaffing/workload
- Action plan – Eve – 12:40-12:50
- Questions and discussion – Marc – 12:50-1:00

## GROUND RULES

- Welcome! 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 today.
- All PowerPoint slides will be posted on the MSP website:  
[www.umassmsp.org](http://www.umassmsp.org)
- If you have questions about your individual situation, please email them directly to [msp@umass.edu](mailto:msp@umass.edu). All queries to the union are confidential.

## ACADEMIC CALENDAR UPDATE

- Administration proposed beginning the fall semester before Labor Day in order to have 6-week winter classes
- They proposed beginning on August 25 and MSP said no
- Earliest possible without bargaining is September 1st — so they brought that to the Faculty Senate for Fall 2022 calendar revision
- Faculty senate voted NO on September 1st start date for Fall 2022
- August 25 start remains on bargaining table for the future

## HEALTH AND SAFETY UPDATES

- Good news: UMass system received about \$50 million of ARPA funds
- Priority to improve ventilation and health/safety of buildings – per unions’ climate change proposals
- Air filtration/HEPA filters now available for classrooms with “natural ventilation”
- Vaccines
  - Boosters are recommended by CDC/DPH (2 months after J&J; 6 months after mRNA)
  - Faculty, staff, and students are required to get a booster when eligible
  - Timing is flexible – campus vaccine clinics will resume in January
- Omicron variant not detected on campus yet but is expected after break
- Personnel changes in Accessible Workplace office but accommodations must be processed

# BARGAINING UPDATES

## GENDER AND RACIAL EQUITY

- Full staffing:
  - Replace staff who have left; ensure adequate staff support for faculty and students
  - Recruit faculty and librarians from underrepresented groups through simultaneous “cohort” hires
- Require departments to develop equitable workload plans, with course releases for faculty who take on very high service/mentoring workloads
- Equity for Clinical Nursing faculty – clinical credits count as regular course credits
- Holistic teaching evaluations

## GENDER AND RACIAL EQUITY, CONTINUED

- Expand access to the UMass Center for Early Education and Care (CEEC)
- Increase childcare assistance fund to \$150,000/year to support all bargaining unit members
- Create elder care fund of \$150,000/year to support all bargaining unit members
- Increase funds for pay equity process to include all bargaining unit members
- Rectify inequities in start-up funds, space, research funds, travel funds, and other support
- Rectify inequities in retention offers to allow preemptive retention of women and people of color



## GENDER AND RACIAL EQUITY, CONTINUED

- Parental leave for NTT faculty with no waiting period
- Create one-semester teaching release program to facilitate the promotion of women and underrepresented groups from Associate to Full Professor
- Equalize fellowships to guarantee topping off for prestigious awards
- Librarian equity in eligibility for internal awards and seminar opportunities
- Reduce race and gender inequities upon hire by having candidates meet with MSP for advice on salary negotiations and the union contract.
- MSP conduct confidential exit interviews with all faculty who leave UMass

## NTT EQUITY

- Teaching tenure track for faculty who demonstrate excellence in teaching, participate in scholarship, and invest significantly in the life of the university
- Commit to no less than 80 percent tenure-track faculty (including teaching tenure track) = increase permanent faculty
- Expand Professional Improvement Leave to be a right of all Senior Lecturers, Clinical, and Extension faculty
- Eligibility for continuing appointment and promotion based on years of service, not FTE, with clear processes

## CLIMATE JUSTICE

- Extensive set of proposals designed by PSU, USA, and MSP
- Plan for net zero emissions by 2032
- Ensure comfortable offices, including better heating and cooling, hazard abatement and air quality
- Renovation and retrofitting work to be done by campus workers with focus on gender and racial justice
- Close campus the week of Thanksgiving and the week between Christmas and New Year's Day
- Expand flexible work options for staff and faculty

## CLIMATE JUSTICE, CONTINUED

**Joint committee:** Create a sustainable transportation multi-union-administration committee to determine how to improve bicycle and pedestrian accommodations, determine routes and schedules for year-round transit service to facilitate non-automobile commuting, with special attention to racial and gender equity. Increase EV charging stations, expand Occasional Parking Permits and carpool programs, increase UMass contribution to PVRTA to expand service, including free bus service during summer.

## ONLINE EDUCATION

- Include UWW instructors in the MSP; inform all instructors of contract provisions on online teaching
- Define multi-modal teaching to count as two courses
- Fair compensation for teaching online; faculty choose stipend or course release
- Fair compensation for developing new courses and micro-credentialing
- Fair compensation for royalties and course refresh every three years
- Support for excellent online teaching and instructional design
- More as “Flexible Learning” group provides its recommendations...

## SALARY AND BENEFITS

- UMass Unions United agreed on coalition proposal:
- 4 percent raise each year: 2020-21, 2021-22, 2022-23
- Plus other financial items:
  - Merit pay – to cover 2017-2023
  - \$1,000 across the board to offset GIC and other costs
  - Higher salary floors for all ranks; higher promotional bumps at all ranks
  - Longevity increase for people at top ranks

## Governor's parameters

- Y1 (FY 21, AY20-21):
  - 2% ATB
  - 0.5% ATB (offset for PFML tax)
  - 1.5% or \$1K one-time bonus
- Y2 (FY22, AY21-22):
  - 2% ATB
- Y3 (FY23, AY22-23):
  - 2% ATB

## UMass's offer to MSP

- Y1:
  - 0.5% ATB
  - 0.5% ATB (offset for PFML tax)
  - 1.5% or \$1K pro-rated one-time bonus
  - 1.5% merit for *FY17-19*
- Y2:
  - 1.5% ATB
  - 0.5% merit for *FY 20*
- Y3:
  - 1.5% ATB
  - 0.5% merit for *FY21*

## OUR COUNTER

- Give us the Governor's full parameters – same as other state unions
- Find money for merit from campus funds – we propose 1% per year
- Increase all salary floors and promotion increments
- Add longevity pay (\$1,000/year on base) for faculty and librarians in terminal ranks
- Improve dental benefits to cover orthodontics, vision, and hearing



## SIGNS OF HOPE

At our most recent bargaining session – for the first time – the administration indicated that they would consider our proposals on racial and gender equity, and some other issues on our priority list.

But...

BUT ONLY IF WE AGREE TO:

- **Calendar change**: Start faculty period of responsibility on August 25 every year
- **Title IX (sexual harassment)**: Make all faculty “mandatory reporters” with legal requirement to report student concerns to authorities
- AND for our **NTT colleagues...**

## AND ADMIN NTT PROPOSALS:

- Lengthen probationary period from 3 years to 4 years full-time equivalent
- Establish review process prior to Continuing Appointment similar to mini-tenure
- Require rigorous process like tenure for promotion to Senior Lecturer, including external and internal letters and standard of “excellence” in teaching and service
- Expand use of Visiting Assistant Professor title with no right to Continuing Appointment
- Proliferation of NTT titles with different rights/responsibilities:
  - NTT, NTT Spousal hires, Visiting Asst Professor, Senior Research Fellow, Professor of Practice, Clinical Professor (not in Nursing), etc.

## OTHER CONCERNS

- Sabbatical denials (HFA, Engineering, where else??)
  - Deans notified chairs of possible denials for “insufficient funds”
  - MSP contract prohibits blanket denials of the right to sabbatical – and especially if at all related to workload adjustments negotiated last year
  - Email [mzp@umass.edu](mailto:mzp@umass.edu) immediately if you know of more examples

## UNDERSTAFFING AND WORKLOAD

- Full staffing is one of our bargaining demands – UMass must hire more faculty and staff to support teaching, research, and student services
- MSP and staff unions are going to file formal group grievances in understaffed departments where faculty and staff are overworked. Let us know if your faculty, librarians, and/or staff want to get together to file a grievance over workload
  - Libraries: special concerns about understaffing and workload – MSP librarians and staff are working through breaks, taking on work not in their job description, etc. They may need our solidarity to push for full staffing and adequate resources.
  - College of Education reorganization – MSP meeting on Wednesday morning at 9:00 for department reps and others – please join us!

## SO WHAT CAN WE DO?

- **NTT faculty must speak out.**
- Join us at bargaining on Friday, December 17.
- Email [mSP@umass.edu](mailto:mSP@umass.edu) with a written statement of what you'd like to say.
- We will have a prep meeting in advance to make sure we're all prepared and on the same page.
- You are protected by speaking out – retaliation for union activity is illegal and the administration knows that – so use your voice

## PUBLIC PRESSURE

- Writing op-eds and letters to the editor
- MSP will hold a workshop to plan our talking points and how to get letters published in local, regional, and campus press
- Themes: New Year's resolutions for UMass; “Be Revolutionary” – use stimulus funds to invest in faculty, staff, and students
- Email [mSP@umass.edu](mailto:mSP@umass.edu) or put your name in the chat if you're willing to write an op-ed or letter to the editor, and we'll invite you to a workshop to write them together.

## MORE ACTIONS IN JANUARY

- Bring more groups of people to negotiations (racial/gender equity, online/flex teaching, climate, NTT issues)
- File grievances around workload/staffing – including actions on campus to make visible the costs of understaffing
- On-campus multi-union action around health and safety – we have masks that say “Unions for a healthy workplace” – demanding upgrades of ventilation, fixing sick buildings, improving energy efficiency
- On-campus multi-union action around the need for childcare
- Escalate the public campaign with media attention if we don’t make progress at the bargaining table.



# DISCUSSION

What issues matter to you?

- Race and gender equity
- NTT equity
- Climate justice
- Online education
- Salary and benefits

What would you do about it?

- Participate in contract negotiations
- Write letters to the editor; help to get the message out
- Participate in public actions with the other unions

Write a note in the chat or send us an email: [MSP@umass.edu](mailto:MSP@umass.edu)

QUESTIONS?

Email [MSP@umass.edu](mailto:MSP@umass.edu)