

MSP MEMBERSHIP MEETING

March 25, 2022

AGENDA

- Welcome and ground rules – 12:00-12:05
- Health and safety updates – 12:05-12:15
- Bargaining report – 12:15-12:45
- Questions and discussion – 12:45-1:00

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
- If you have questions about your individual situation, please email them directly to msp@umass.edu. All queries to the union are confidential.

HEALTH AND SAFETY

- Free PCR testing will remain available for UMass faculty, librarians, staff and students – and our household members
- Wastewater testing will continue on campus, with adaptive testing beginning this week in areas with elevated viral load
- Mask policy process was a fiasco. MSP and all other unions are filing “unfair labor practice” charges to protest the unilateral change.
- Masks are now optional – faculty and staff may *ask* people to wear masks in classrooms or work spaces, but cannot require it unless you have a medical accommodation. Reach out to MSP if you need help.
- The labor coalition is considering further actions, depending on COVID numbers on campus.
- Mask mandate could be reinstated if COVID cases rise dramatically.

ACCOMMODATIONS

MSP and the administration agreed in November 2021 to a policy that is in effect for this academic year. Apply through Accessible Workplace:

- “The University will continue to consider requests for reasonable accommodations to MSP members if they provide documentation from a health care provider that **they, or a member of their household, has a medical condition that places them at high risk of severe illness from COVID-19**. Requests for accommodation due to the medical condition of a household member must also demonstrate that the household member is not attending school, daycare or otherwise being exposed to congregate settings.”

In addition, faculty and librarians have the right to work remotely temporarily if you are ill, or if you are caring for an ill family member at home, or if your child’s daycare/school is closed for public health reasons.

BARGAINING UPDATES

WHEN IT ALL BEGAN...

- MSP bargaining team and bargaining support committees started our work on this contract in September 2019.
- We surveyed members, did research, developed proposals, worked in coalition with staff unions, wrote contract language on many issues.
- We had reached tentative agreements on some key issues by March 2020, when we pivoted to discuss COVID-related issues.
- We signed a one-year agreement in June 2020 that incorporated our tentative agreements on bereavement leave; promotions and salary floors for clinical, research, and extension faculty; Research Intensive Semester for all pre-tenure faculty; flex time process for librarians; holistic review for promotion to full professor, and more.

WE NEGOTIATED AT LEAST SEVEN COVID-RELATED AGREEMENTS OVER TWO YEARS

- One-year crisis response agreement, including workload adjustments for remote teaching -- signed 6/29/20
- MOA re: reopening campus Fall 2020 -- signed 8/19/20
- MOA re: Spring 2021 student evaluations -- signed 4/15/21
- MOA re: COVID-related Matters (expansion of childcare/eldercare funds; extensions to spend start-up, research, and other time-limited funds; auto TDY delay for those hired after 5/1/20; expedited TDY delay process for additional COVID-related requests; health and safety protocols and equipment; buyouts of workload adjustment course releases; no penalty to NTT faculty for use of credit toward continuing appointment or promotion) -- signed 5/21/21
- MOA re: COVID Vaccinations -- signed 8/6/21
- MOA re: Fall 2021 student evaluations -- signed 10/12/21
- MOA re: ADA accommodations -- signed 11/11/21

2020-2023 CONTRACT: WHERE WE WERE LAST YEAR

- Governor Baker originally offered parameters of 1%/1%/1%.
- Unions protested and parameters eventually increased to 2.5%/2%/2% plus a one-time bonus.
- Administration offered MSP only 1% raises across the board (plus the one-time bonus), with the remaining funds to go to a merit pool, half of which is controlled by deans
- Administration said they would only meet our demands if we agreed to a package that included significant takebacks...

ADMINISTRATION'S PROPOSED TAKEBACKS

- Increase probationary period for NTT faculty from 3 years to 6 years before continuing appointment, with required review process and criteria (later amended to 4 years)
- Require rigorous tenure-like process for promotion to Senior Lecturer, including external and internal letters and standard of “excellence” in teaching and service
- Expand use of NTT titles including Visiting Assistant Professors, Advanced Trainees, Senior Fellows, with no job security nor Continuing Appointment
- Academic calendar: Start the academic year on August 25 going forward
- Title IX: Make all faculty and librarians mandatory reporters
- AFR/ALR: Expand reporting form; contract private software company; allow data mining for administration reporting

MSP'S RESPONSE

- Pushed back on all proposed takebacks in bargaining
- Brought NTT faculty to testify at bargaining about their work and why the administration's proposals are bad for UMass programs, students, and faculty
- Brought experts on Title IX to testify at bargaining about how it harms survivors to eliminate their control over the reporting process
- Circulated letter from feminist scholars about Title IX policies; signed by almost 100 faculty members
- Regular member updates (which the administration received) including updates to departments; regular information shared at department meetings; MSP reports at Faculty Senate meetings, etc.

MSP'S RESPONSE, CONTINUED

- Prepared grievances around workload/staffing and other issues
- On-campus multi-union action around health and safety and to demand fair contracts, attracted significant media attention
- Planned letter-writing to key administrators responsible for bad proposals; informed administration of plans
- Scheduled emergency membership meeting to mobilize members – postponed to allow negotiations
- Many angry emails to administrators about mask policy and process
- Planned escalation including protests at events for incoming students
- Last week, administration said they wanted to “avoid further unrest”

STAFF UNIONS (PSU, USA, AFSCME)

- All settled contracts, ratified, and sent to the legislature for funding
- All got the statewide parameters (2.5%/2%/2% raises plus bonus)
- All dropped the joint coalition proposals (salary, climate change, full staffing, etc.)
- None were forced to take major concessions
- None got major improvements in wages, working conditions, or benefits
- Other state universities and community college units also settled for the same parameters

MSP TENTATIVE AGREEMENTS: MONEY

- July 1, 2020: 2.5% raise
- July 1, 2021: 2% raise
- July 1, 2021: one-time “Covid recognition payment” of 1.5% or \$1,000, whichever is higher (for employees on payroll at contract ratification time)
- July 1, 2022: 2% raise
- FULL retroactive pay = lump sum due upon funding the contract
- Possibility of “hazard pay” bonus of \$1,000 for **on-campus** employees during 2020-21 – depends on state funds

MONEY, CONTINUED

Suppose salary is \$100,000 on June 30, 2020:

- 2.5% raise on July 1, 2020 – new salary is \$102,500 on July 1, 2020
- 2% raise on July 1, 2021 – new salary is \$104,550 on July 1, 2021
- 1.5% bonus on July 1, 2021 – bonus is \$1,568.25
- 2% raise on July 1, 2022 – new salary is \$106,641 on July 1, 2022

Suppose retro pay comes on July 1, 2022 – you would receive:

\$5,000 retro pay for 2020 raise + \$2,050 retro pay for 2021 raise + \$1,568.25 bonus

Total cash (bonus and retroactive): **\$8,618.25**

New base salary is **\$106,641** per year going forward

PROGRESS ON GENDER AND RACIAL EQUITY

- Require departments to develop equitable workload plans
- Holistic teaching evaluations – design process to be implemented in fall 2023
- Multi-union committee to recommend childcare improvements
- Increase MSP childcare and elder care assistance fund to \$150,000/year accessible for all bargaining unit members
- Implement new pay equity process
- Equity for clinical faculty – clinical credits count as regular course credits
- Revise contract to include gender-inclusive language throughout

MORE PROGRESS

- Eliminate waiting period for parental leave for librarians and NTT faculty who can fulfill the one-year return obligation
- Mid-career fellowships: create one-semester teaching release program to support promotion from Associate to Full Professor
- Equalize fellowship access; top off salary for prestigious awards
- Librarian equity in eligibility for internal awards and seminar opportunities
- Reduce race and gender inequities upon hire by recommending candidates meet with MSP for advice on negotiations and union contract
- MSP conduct confidential exit interviews with all faculty and librarians who leave UMass

MORE PROGRESS

- Increase salary floors for librarians at all ranks.
- Increase salary floors for starting lecturers, and full professors
- Climate justice: Multi-union-administration parking/transportation committee to consider bicycle and pedestrian accommodations, year-round transit service to facilitate non-automobile commuting, EV charging stations, Occasional Parking Permits and carpool programs, and PVRTA service, including free bus service during summer
- Buildings and facilities: Strengthen health and safety language in contract; specify remedies for “sick buildings” and unsafe space

COMPROMISES ON ADMINISTRATION PRIORITIES

- Academic calendar: If the Faculty Senate approves a schedule that begins before September 1, MSP will engage in expedited bargaining
- Title IX: No change to reporting rules. Faculty will include language in syllabus indicating if we are mandatory reporters, and provide information about confidential resources for students
- Continuing appointment: Remains after 3 years. Agree to clear process and standards (TBD)
- NTT titles: Agree to working titles that retain all rights of lecturers; clarity on clinical faculty beyond College of Nursing
- AFR/ALR: Agree to postpone new system; involve MSP in process. Option of providing updated CV and narrative statement. Opt in only to data mining.

FOR NEXT YEAR....

- Economic improvements: raises to meet cost of living; merit pay; longevity pay; increase salary floors and promotional bumps
- Dental, vision, hearing benefits
- Online education issues, including all UWW instructors in the MSP; defining multi-modal teaching; fair compensation; respond to “Flexible Learning”
- Teaching tenure track; NTT service by years not FTE; increase professional improvement fellowships
- Continue work on climate justice, childcare access, gender/race equity
- Full staffing and increasing permanent faculty and librarian positions
- What else...??

NEXT STEPS

- These slides will be posted on the MSP website: umassmsp.org
- Open forum for question and answers: Tuesday, March 29 from 12:30-1:30 pm – email msp@umass.edu to register
- Bargaining team will write contract language for remaining proposals; full summary of new contract language will be posted on the MSP website
- Ratification vote will be on Survey Monkey – look out for the email
- Voting is planned for April 1-5, 2022
- Once ratified, the agreement goes to the UMass President's Office for approval, then to the Governor's office for approval, then to the legislature for funding. MSP and MTA will lobby for a supplemental budget.

THANK YOU

TO THE AMAZING MSP BARGAINING TEAM
AND STAFF:

ASHA NADKARNI

JACQUIE KURLAND

K. ZDEPSKI

MARC LIBERATORE

EVE WEINBAUM

HEATHER LAPENN

LORI REARDON

MICKEY GALLAGHER



QUESTIONS?

Email mzp@umass.edu