

From: List of Active MSP Members <UML-MSP@LISTSERV.UML.EDU> **On Behalf Of** lowell, msp
Sent: Tuesday, April 27, 2021 9:59 AM
To: UML-MSP@LISTSERV.UML.EDU
Subject: [UML-MSP] Bargaining Summaries

Summary of 4/7 Bargaining Session

At this session, the MSP made two proposals:

1. Salary - in a nutshell, we proposed an annual 4.5% across-the-board increase for the duration of this contract. This proposal included justification, such as data about cost-of-living and inflation that shows that the increases we received in the prior contract do not keep up with these numbers.
2. Grievances - we made a detailed proposal regarding grievance language. Our proposal includes (but isn't limited to) a longer range of time for filing grievances, and the ability to file grievances at the Chancellor level initially and in certain circumstances, to file at the President level.

Administration made the following proposals:

1. Remove the cap on adjunct faculty (p. 71).
2. Change the contract language re: tenure decision year (TDY) for parental or family medical leave. Make it automatic that faculty members would receive a TDY extension of one year per parental leave or FMLA year, with the option to request an early tenure determination. Maximum of two years for the TDY extension for either reason.
3. Reduce the "window" for cancelling classes from six weeks to three weeks.
4. Change the P&T schedule (details are too much to go into here, but if you'd like to know more about the admin proposal, please email katie@shrieves.net).
5. Delete agency fee clause (p. 171) that is currently in abeyance, because there are no agency fees.

In addition, although management did not put forth a written proposal on this issue, they indicated that they would like to discuss a 4/4 option for teaching/clinical faculty, with the following parameters: 1) reduced service to compensate for the increased teaching, and 2) at the faculty member's request.

Both sides decided that it would be better to review proposals and discuss at greater length, so we decided not to respond until at least next session.

Summary of 4/22 Bargaining Session

At this session, MSP and the administration went back-and-forth making proposals and responding to each other's proposals.

In summary, MSP proposed or responded:

- We are not willing to agree to adjust the course cancellation timeline from 6 weeks to 3 weeks.
- We are amenable to changing the P&T schedule as administration proposed, with one small adjustment, and that's that the 3rd Monday in May should be the deadline for individuals to notify their Department Chair or intent to file for promotion.
- We would like to keep the "agency fee" language in the contract, with the understanding that it currently does not hold sway, so that if the law changes and agency fees are reinstated, we wouldn't need to bargain new language from scratch.
- We rejected the administration's proposal of an optional 4/4 or 4/3 for Teaching/Clinical Faculty who choose to have an increased courseload with reduced service.
- Mary Elizabeth Hooker from the MSP Core Bargaining Team presented a detailed proposal regarding leadership of the Solomont School of Nursing.

In summary, the administration proposed or responded:

- Regarding our salary proposal from last time, the administration does not want to move forward without parameters from the Governor's Office. Furthermore, the administration does not agree to our "make whole" provision to compensate for financial sacrifices made last year.
- The administration also does not agree to changes in promotion language that would make the promotion bump to Full Teaching/Clinical Professor equal to the promotion bump to Full Professor (TT).
- Administration made a detailed proposal regarding the contract language pertaining to Graduate Coordinators. They stated that their goal is to simplify and clarify the role of these coordinators while keeping the general gist of current practice and the contract. MSP plans to hold a meeting for all coordinators (including Graduate Coordinators) to seek member feedback about the details of this proposal.
- Administration responded to a number of our proposals and responses by either requesting that we revisit our response or seeking additional conversation on the issues. For instance, Nouredine Melkechi responded to our rejection of the 4/4 by saying that the administration would be open to negotiating language to protect faculty who might feel pressured to accept a higher teaching load.

The next bargaining session will be Wednesday, May 26, 3:00-6:00 p.m. If you would like to participate as a member of the Silent Bargaining Team (which means that you would participate during caucuses, but observe during the negotiation itself), please contact MSP administrator Karen Fitzgerald (Karen_Fitzgerald@uml.edu). We welcome all MSP member participation!