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Date: June 1, 2021 at 6:52:33 PM EDT
To: UML-MSP@LISTSERV.UML.EDU
Subject: [UML-MSP] Bargaining update
Reply-To: "lowell, msp" <msp_lowell@UML.EDU>

MSP-Lowell met with the administration at 3:00 p.m. on Wednesday, May 26th, via Zoom.

MSP presented our proposals first:

1. Johanna Choo (Treasurer and Teaching/Clinical At-Large) presented two workload proposals related to Teaching and Clinical Faculty (TCF). Both workload proposals related to promotion and evaluation of this group of faculty. The first proposal dealt with the composition and election of promotion committees with only TCF faculty allowed to vote when electing the TCF representative for the various promotion committees. Language was also presented that TCF would be represented on University Rank and Tenure when TCF are up for promotion. The second proposal largely clarified language related to annual chair and DPC evaluations for TCF. The primary substantive change proposed is codifying the idea that TCF with more than six years of employment should not be subject to annual evaluations, unless requested by the faculty member.
2. Katie Shrieves (Teaching/Clinical At-Large) presented two proposals:
 - a. First, Katie presented a proposal related specifically to the English faculty, based upon a meeting between English faculty representatives and MSP leadership. MSP agreed to an administration proposal removing language from the contract specifying that full-time English faculty would teach a certain number of First-Year Writing courses, which is an antiquated part of the contract that neither side has adhered to for years. MSP also proposed removing the section of the contract that specifies a 4/4 teaching load with no service and one prep for First-Year Writing faculty, while retaining the cap of 19 on College Writing courses.
 - b. Second, Katie made financial proposals related to GPS. These proposals included:
 - A. Unit members should be allowed to teach online through GPS as part of their on-load teaching assignments.
 - B. Increase of 4% in stipends for overload/summer teaching through GPS.
 - C. Codifying existing practice regarding course development stipends and additional student stipends, which have previously been negotiated individually with departments or faculty members. MSP proposes that these things ought to be written into the contract.
3. Tim Cook (Sciences) presented a response to the administration's proposal about the Graduate Coordinator position. Tim's response was based on meeting with current Graduate Coordinators and learning about their experiences and needs. The basis for this proposal was the administration's proposal, and the MSP version accepts the overall substance of the proposal while making a few changes and clarifications. Tim's proposal sought to define the role of the Graduate Coordinator, acknowledge that coordinating Master's and Doctoral students is different, and add language about Graduate Coordinator compensation.

After MSP presented our proposals, both sides took a break to caucus. When we returned, the administration presented their proposals:

1. Michael Rutherford (Executive Director of Labor Relations) began with the administration's grievance proposal, which modified existing contract language rather than responding to MSP's grievance proposal. The administration grievance proposal focused on encouraging informal resolution of grievances, and made relatively minor changes to the process and timeline of formal grievance resolution.
2. Joe Hartman (Provost) made a proposal about Promotion and Tenure, which he framed as largely clarification, for example clarifying the levels of application as they are currently comprised, and clarifying that DPC votes must take place anonymously in each of the areas of consideration for tenure cases.
3. Michael Rutherford made a proposal related to the Termination and Dismissal article of the contract. The administration framed this proposal as primarily "streamlining," but the primary effects would seem to be 1) aligning the definition of "just cause" in our contract with the way "just cause" is understood in corporate rather than academic contexts, and 2) removing steps in the dismissal process to make it easier to fire someone.
4. Michael Rutherford presented the administration's initial financial offering, which was as follows:
 - a. FY 2021: 1.5% one-time payment (not a raise)
 - b. FY 2022: across-the-board base salary increase of 2%
 - c. FY 2023: across-the-board base salary increase of 1.5% and a merit pool of 0.5% that would be determined by department evaluation of Personnel Form 16A

After hearing all proposals, both sides agreed to adjourn the meeting. The next bargaining session will be held at 3:00 p.m. on June 16th, via Zoom. If you would like to observe as a member of the Silent Bargaining Team (which also includes the opportunity to discuss proposals beforehand and participate in caucuses during negotiations), please contact Karen Fitzgerald (Karen_Fitzgerald@uml.edu), the MSP administrator. We welcome member participation and input into the bargaining process.