

Our bargaining session on October 21st, at Fitchburg State, covered a lot of ground. We introduced 11 proposals and management introduced 4. The first six sessions (this was session #2) will be presentation of proposals and then questions (sometimes clarifying about language, sometimes more pointed questions about intent, sometimes more of a comment than a question).

A summary of the proposals can be found below. You can read the full proposals on the [MSCA website here](#).

Our next session is Friday, 11/8 on ZOOM at 11am

We will present proposals to improve the working lives of our **part time/adjunct faculty**. Your presence as silent representatives is vital in ensuring that our proposals are taken seriously. We hope to see you there! You can sign up to be a Silent Rep [here](#).

Our Proposals:

We started the negotiations with our proposals. In general, our approach to planning for this session was to choose our proposals that were relatively non-controversial and relatively inexpensive or even no cost for management.

- **Remote Office Hours.** The longest and most heated discussion was over a proposal that will cost management nothing: allow faculty members to conduct office hours remotely if they choose to do so. We are required to have 3 hours of office hours/week. (compare that to the 12 hours we spend in the classroom, plus another 24 hours of prep and grading per week). Many of us have found that students are asking to meet over zoom and are also asking to meet outside of our regular working hours. To force us to come to our offices, sit there, log onto the internet (many of our offices on campus have a poor wifi signal), feels unnecessary and in some cases punitive. (Management took great umbrage at the idea that asking people to sit in their offices, switching our cameras off while we struggled to get a working internet connection, meeting with students over zoom, was punishment. Perhaps management doesn't have to drive an hour or more to work because the cost of living and housing is astronomical). We have some admittedly expensive proposals to relieve faculty workload. This one isn't. It's a small change, to offer a modicum of flexibility, that offers a little bit of relief to overworked faculty. And it would cost them nothing.
- **Waive Tuition AND fees for faculty, librarians and their families.** Another one of proposals that received some interest was our proposal that faculty and librarians, their spouses, and their children be able to receive a waiver of both tuition and fees if they attend a state university. We can't negotiate through our contract tuition waivers or remissions at the community colleges or the UMass system (though we do want the contract to accurately reflect the benefits we do get there). We hear frequently from our members that they feel betrayed when they discover that they do not get free tuition for

themselves, spouses or children to attend a state university in Massachusetts (no fees are waived – and that is the bulk of the cost).

- **Visa Support.** The third proposal that garnered some attention was our proposal to provide Visa Support for Faculty. We recognize that this is a complex issue, with liability concerns. But we also believe that our international faculty deserve a more secure, transparent, and fair process, one that recognizes the value international faculty bring to our universities. We also think that universities should pay some of the costs associated with securing legal employment in the United States.

Here is a list of our other proposals:

- Create a joint Union-Management Equity Committee
- Create a joint Union-Management Salary Equity Committee
- Return the formulary funds to the contract (this is a system to divide up the money left over once Post-Tenure-Review raises have been granted). Part of the job of the Salary Equity Committee would be to see if there are revisions to the formula for Formulary Funds to make it more equitable.
- Travel Stipend: ties reimbursement for meals to the US GSA.
- Added consideration for Part Time faculty in searches
- Modality decisions for courses should be made at the department level and on the basis of pedagogy.
- Update Article III (Use of College Facilities) to include modern technologies (and remove antiquated ones like typewriters) and include part-time faculty
- Course release for Standing Governance Chairs of AUC and UCC. This requires revising the calendar for selection/election of committee members and then the chair.

Management's Proposals:

- Changes to Article II - Relationship between the Board and the Association. Adds a statement "The parties recognize the state universities' commitment to addressing and dismantling systemic inequities based on race, while fostering an inclusive learning environment in which all students, faculty and staff – regardless of racial background – enjoy equal opportunities to succeed." In addition, some language that was intended to highlight reporting obligations under Title IX was included.
- Changes to Article VIII - Evaluations.
 - Assessments of teaching effectiveness and librarian effectiveness
 - Will include whether or not the faculty has fostered an "inclusive learning environment where every student has an equal opportunity to succeed." Interestingly enough, this noble goal was not accompanied by any reduction in faculty's workload.
 - Raising standards for continuing scholarship and setting higher standards for promotion to Professor or Senior Librarian (including a publishing requirement for faculty and librarians). We look forward to seeing proposals to reduce

teaching workload and provide greater support for faculty research that make these changes less, well, laughable.

- Create a new job category, Professor of Practice. This is a complex proposal that we will need time to review but will definitely have many questions about at future sessions.
- Appointment and promotion - terminal degrees. This language is intended to clarify how individuals can be hired without a terminal degree but with the intent to complete their terminal degree by the end of their first year as a TT faculty member. Completion of their degree is a condition of employment and their employment will be terminated if they do not complete the degree.

The Day Bargaining Team

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Caleb Pendencygraft (Maritime)
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