

“Work to Rule...”

...the practice of working to the strictest interpretation of the rules as a job action¹.

It is NOT illegal, although the presidents may threaten you.

It does NOT hurt students, although the presidents will claim it does.

Your university president university is NOT an innocent bystander, although you will hear “We aren’t the bad guys.” The presidents have decided – unilaterally, and is violation of the new contract – that **if** implemented, the new equivalencies will not be in place retroactive to the Fall 2018 or Spring 2019 semesters despite the language in the agreement stating that the new equivalencies would be in effect “for the reminder of the agreement.” The agreement was fully executed with Commissioner Santiago signing it in mid-July.

Work to rule is effective, although the presidents will tell you it is isn’t... if it weren’t effective, the presidents wouldn’t threaten you and tell you it hurts students.

DO...

- ✓ ...continue to provide the quality education and services to our roughly 50,000 students a year.
- ✓ ...continue to serve as an advisor for student clubs, athletic teams and organizations.
- ✓ ...continue to work as hard as you always do, but faculty cannot be required to work after 4:30 p.m. and librarians cannot be required to work more than 37.5 hours in a week.
- ✓ ...continue to serve on any committee created **in compliance with the collective bargaining agreement**. The union will grieve any committees that have not been created in compliance with the contract. We will not leave it up to you to determine that, the MSCA has your back.
- ✓ ...continue to attend functions that the MSCA will be marking for informational picketing, appearance or coverage, such as upcoming Trustee meetings, homecoming and open houses, and other high-profile functions on campus.
- ✓ ...continue to work with our brother and sisters in the Association of Professional Administrators (APA) and AFSCME, the other unions at the state universities.
- ✓ ...wear the colors! The MSCA has hundreds of long and short-sleeve tee shirts available to be worn on campus. Ask your chapter president for one, we will be ordering more.

¹ www.Merriam-Webster.com

DON'T...

- ⊗ ...agree to teaching more than 12 credits if you are a faculty member when scheduling is done this semester. If assigned more than 12 credits we will help you file a grievance.
- ⊗ ...work more than 37.5 hours a week if you are a librarian. If required to work more than 37.5 hours in a week we will help you file a grievance.
- ⊗ ...allow your excess workload credits to continue to go without being offset. If you have taught more than 12 credits in past semesters ask that that be offset by assigning you fewer than 12 credits when scheduling is done. If the administration (the department chair only makes a recommendation) does not let you work down excess workload credits, we will help you file a grievance.
- ⊗ ...attend events such as open house or other such activities on weekends without being compensated, unless the chapter has decided to mark this as a “show-up” event where we will be wearing MSCA tee-shirts and possibly distributing informational literature. Faculty are not compensated for this work. If you are a librarian and required to attend, this should be included in your 37.5 hours per week.
- ⊗ ...serve on any committee unless your appointment was in accordance with the collective bargaining agreement. If an administrator asks you to serve on a committee, check with your chapter president.
- ⊗ ...forget to wear the colors!

