

MSCA Day Bargaining Report
2020 Delegate Assembly
Maria Hegbloom, Day Bargaining Chair

Our bargaining team has worked to create a process meant to expand member participation and involvement. Thanks, in part, to several new business items passed at last years delegate assembly we have worked to expand communication with members and allow for greater engagement in the pre-bargaining process.

These measures have included:

- Offering an initial open-ended questionnaire to assess general concerns, values, and interests of our member to which we received nearly 1000 responses from members.
- A bargaining survey designed to better address the concerns, values, and interests discussed in the open-ended questionnaire. We received nearly 900 responses to this.
- Opportunities for local chapters to submit their own proposals for consideration to be included in our bargaining platform. Nearly all of the submitted proposals were included.
- Packaged our proposals considering important values of our union and to emphasize the issues that seemed to matter to our members. These included proposals to address: shared governance proposals; workplace equity; health & life issues; librarians; as well as salary considerations.
- Working to increase our communication with membership and to proposals after these are shared at the table. share materials as we are able.

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- We have met a total of 5 times with management. First 2 meetings were devoted to ground rules.
- We met on April 14th to share a revised proposal meant to specifically our current crisis situation. We did not receive a clear response from management.
- Our next meeting is schedule for April 27th, but on April 24th management asked our team to consider putting bargaining into abeyance and to postpone our next meeting.
- The bargaining team will be meeting this Sunday to consider this decision.