

MSCA Delegate Assembly
Day Bargaining Report
Maria Hegbloom, Day Bargaining Chair
April 29th, 2022

2020-2023 Day Contract

Timeline:

- January – March 2021: Collecting member input through focus groups and surveys to inform our proposals and platform.
- March 31, 2021: First meeting with management to begin negotiations
- August 20, 2021: Bargaining Teams reached a tentative agreement
- October 1, 2021: The MSCA Board of Directors votes to recommend ratification of the agreement
- October 22, 2021: Members voted to ratify the tentative agreement
- April 4, 2022: Governor Baker signs the appropriation bill to fund our contract
- Currently: Awaiting allocation of funds to the universities via the Comptroller's office
- March 31, 2023: Bargaining Committee will return to the table to begin negotiations on the 2023-2026 successor agreement

Agreement Details:

The agreement reached with management was a compromise that allowed us to gain a pay increase for the 2020-2021 year for which we had previously agreed to a 0% increase in our 1-year pandemic negotiations. While we pulled the majority of our proposals off the table in moving forward, this meant management also pulled their proposals, many of which included significant takebacks and compromising language. We were also able to extend a number of the proposals that had been agreed to in our 1-year contract as well as health and safety provisions.

You may read the full Agreement, including the relevant MOAs and MOUs, on our [website](#).

Key provisions of the agreement include:

- 2.5% salary adjustments for all members effective July 1, 2020
- 2.0% salary adjustments for all members effective July 1, 2021
- 2.0% salary adjustments for all members effective July 1, 2022
- Covid-19 bonus for all full-time and part-time members
- Extension of unit status to part-time faculty through AY 2022
- Joint labor-management equity committee
- Statewide joint advocacy committee (MOU)

Committee Process:

As per the NBI passed at the 2020 MSCA Delegate Assembly, the Bargaining Committee continued its work toward a more inclusive bargaining process. This included ensuring the right of members to participate as silent bargaining representatives as well as pushing for ground rules that allowed for increased access to bargaining sessions through the use of online video conferencing. In addition, the bargaining committee worked to ensure broader member voice through the use of focus groups to inform the construction of our platform and make sure our proposals were meeting the needs of our members. Finally, we worked to increase communication between silent bargaining representatives and the bargaining team to better enhance the role of feedback and participation so that member input was considered throughout the bargaining process. These changes helped to significantly expand the

bargaining process to include a greater number of members and to ensure transparency and inclusion in our work. We hope that this trajectory will be continued with future negotiations.

Student Evaluations Mid-Term Negotiations

The 2020-2021 one-year agreement established a member/administration taskforce to investigate potential new student evaluation tools and vendors to replace the current SIR II. The work of this taskforce was completed shortly after the tentative agreement for the 2020-2023 successor contract was reached. As such, an MOA was signed by the Association President to continue this work pending the MSCA Board of Directors approved mid-term negotiations. The MSCA Board of Directors voted to enter mid-term negotiations on October 1, 2021.

The taskforce presented their findings to both the union and management in September, 2021 and forwarded two potential vendors as part of their recommendations. To learn more about each vendor, management and the union created a list of questions about the tool and platform for each group. The vendors sent replies to these questions and agreed to meet with both management and union teams.

On , the teams met with Blue/Explorance.

On April 27th, the teams met with IDEA/Anthology.

Next steps will be to have any final questions for the vendors answered and to begin scheduling times to start our negotiations.

Student evaluations of instruction are one of the most significant materials used in the faculty evaluation process. It is our hope that as these negotiations proceed members will engage as silent representatives to ensure that we choose a tool that best serves our faculty going forward.

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