

Day Bargaining Committee Report

2023 MSCA Delegate Assembly

Katie Riel, Committee Chair

During the past year, in addition to preparing for successor negotiations for the 2023-2026 contract, the Day Bargaining Committee also continued negotiations on a student evaluation tool and two voluntary retirement/separation incentive programs.

Student Evaluations Mid-Term Negotiations

In November, 2022 the committee resumed negotiations with management regarding a replacement tool to be used for student evaluations as a replacement for the SIR II tool. Over the course of several negotiation sessions, the union and management discussed the benefits and drawbacks of each vendor and met with Lisa Coole from the Massachusetts Community College Council to learn about how the new Massachusetts Community College student evaluation tool was adopted and implemented last semester.

On March 27th, a vendor was selected during negotiations. Both the union and management saw positives of Explorance Blue, a flexible online evaluation tool that allows institutions to tailor their own questions and has features to improve response rates. Management and the union agreed to move forward with this vendor.

The teams also agreed to form a sub-committee which will be charged with drafting potential questions for a new tool along with proposals for implementation. The committee will consist of ten-members (5 MSCA and 5 Management). The committee will bring their recommendations for questions and procedures to the full bargaining teams for inclusion in successor negotiations. We are in the process of forming the committee now.

Voluntary Retirement/Separation Incentive Negotiations

On March 31, 2023 the MSCA Board of Directors voted to authorize the bargaining team to negotiate an early retirement/voluntary separation agreement for MCLA and Mass Maritime. Although the Board pushed to request that this offer encompass all nine universities, management refused. An agreement with MCLA has been reached and information regarding the incentive has been shared on their campus. The signed agreement will be shared on the website upon receipt. The agreement for Maritime is still in progress. We will share information about this agreement as soon as negotiations are complete.

Day Contract Successor Negotiations

The committee met in December, 2022 to begin preparations for successor negotiations. Over the next three months, the committee spent many hours collecting data and drafting a platform and set of proposals. The platform was created with member input; over 200+ members participated in member focus groups, and we received comments from our MSCA Equity Committee, Librarians Committee, Part Time Faculty Committee and Professional Maritime Faculty. It also draws on previous proposals developed during the last round of successor negotiations.

The rise in workload was by far the overwhelming issue we heard about from members. Members noted many causes for this increase and the detrimental effects on both the teaching/learning environment, personal stress and strain, work/life balance, and faculty/librarian well-being. In addition, members also noted a lack of flexibility that has limited the ability to respond to these changing work environments and issues of equity in relation to work.

This year, the MTA (Massachusetts Teachers Association), our parent union, has been working with other public sector unions across Massachusetts in order to push for better parameters that reflect the rising cost of living in Massachusetts, collectively asking for 20% raises over the next three-year contract. Over the past month the coalition has been engaged in discussions with Governor Healey's office, whose most recent offer is for a one-year extension of our existing contracts with a 4% increase in July 2023, 4% increase in January 2024, and an additional \$500 for each full-time equivalency unit member to be spent as bargained. The MTA is also pushing for an additional .5% increase for unions who do not have step increases in their contracts (which would include the MSCA).

While a one-year extension may limit the amount of bargaining we can engage in around issues such as workloads, an 8-9% salary increase is significant and especially important for those hardest hit by the pandemic and facing rising inflation and living costs. This is also a victory for our nascent coalition of public sector unions and for all union members who wrote letters, sent emails, handed out fliers, and made phone calls to the Governor and the legislature after the initial proposal from the Governor's office for only 4%

At present, we are waiting to hear back from management to schedule our first negotiation session. We will communicate with members when the session is scheduled and invite silent representatives to sign up to attend.

Committee Members

Katie Riel (Chair), *Mass College of Art and Design*
Joanna Gonsalves (Vice Chair), *Salem State University*
Lee Torda, *Bridgewater State University*
Jennifer Hartsfield (alternate), *Bridgewater State University*
Rala Diakite, *Fitchburg State University*
Laura Baker (alternate), *Fitchburg State University*
Ann Johnson, *Framingham State University*
Cara Pina (alternate), *Framingham State University*
Hannah Haynes, *Mass College of Liberal Arts*
Graziana Ramsden (alternate), *Mass College of Liberal Arts*
Caleb Pendency, *Mass Maritime Academy*
Mike Gutierrez (alternate), *Mass Maritime Academy*
Margot Hennessy, *Westfield State University*
Chris Masi (alternate), *Westfield State University*

Erika Briesach, *Worcester State University*
Sam O'Connell (alternate), *Worcester State University*
Maria Hegbloom, *MSCA President*
Roberta James, *MTA Field Representative*