

On Tuesday, the MSCA Day Bargaining Team and Management reached a tentative agreement during impact bargaining over cybersecurity training. The Commonwealth of Massachusetts has mandated that all employees with access to a Commonwealth- provided email (or its agencies including the public campuses) are required to complete a [cybersecurity course](#) when first hired, and annually thereafter. The Commonwealth also states that periodic “exercises and phishing campaigns” are critical for successful implementation of secure email-user practices.

The entire university community, including administration, students, staff as well as librarians and faculty, are at risk in a cybersecurity breach. Training is one way to help protect our data and our campus community.

Negotiations focused on ensuring that members are given significant notification of the annual training, that it occurs predictably during the year, and that members will have numerous opportunities to complete the training prior to any disciplinary steps.

Much like the conflict of interest training already required by the state, the cybersecurity training will take place online, and the bargaining team worked to ensure it would not be an undue burden on members’ time. Should members fall for a phishing email exercise they may be asked to complete a refresher or have some additional training provided so they better understand threats and how to avoid these.

The agreement will be finalized shortly and available to members on our MSCA website.