

On November 30th, the MSCA Day Bargaining Team and Management began impact bargaining over state-mandated cybersecurity training. Management's proposal requires annual cybersecurity training for all unit members as well as participation in simulated phishing campaigns and the possibility for remedial cybersecurity training if necessary.

While the union recognizes the importance of cybersecurity and the need for the entire campus community to participate in keeping one another and our university safe from potential cyber-threats, we did have a few questions and concerns about the proposal. These included different consequences for non-compliance for part-time and full-time faculty/librarians, clear steps for reminders and notices so unit members will not easily miss training, as well as clear descriptions of any disciplinary steps should members fail to comply after significant notification and numerous opportunities for completion of the annual training.

The MSCA Bargaining Committee expects to have a counter-proposal for our next negotiation session to be held on Tuesday, December 19th from 1:00-3:00 via zoom. Members interested in serving as silent bargaining representatives can sign up [here](#). You can read more about this bargaining, including any proposals on our [Cybersecurity Training](#) page.