

**ADMINISTRATION PROPOSALS  
MSP/FSU NEGOTIATIONS**

II Recognition

We propose the exclusion from the bargaining unit of the titles Director of the Women's Studies Program, Director of the Labor Relations and Research Center, Director of the Division of Biostatistics and Epidemiology, Director of the Division of Community Health Studies, and Director of the Division of Environmental Health Sciences, all of whom fulfill the functions customarily fulfilled by department heads and chairs in the faculty personnel process.

V Union Rights

We propose the deletion of the final sentence of Article 5.5.

XIV Appointment and Reappointment Form: Terms and Conditions of Employment

We propose replacing Article 14.3 with a provision requiring that all part-time faculty at the Amherst campus who do not have summer responsibilities (except those whose funding source requires a calendar year appointment) be appointed on an academic year, rather than a calendar year, basis, unless they request otherwise in writing and are provided with a written description (to be agreed upon in contract negotiations) of the disadvantages of such an appointment; the salary floor for any such appointments the duties and responsibilities of which are confined to the academic year shall be the same as the salary floor for academic year appointments.

XXI Non-Tenure Track Faculty (Contract Faculty)

In Article 21.10, we propose to change “just cause” to “unsatisfactory performance.”

XXVI Salaries

Proposal to follow at a later date.

XXVII Supplemental Compensation (Benefits)

We reserve the right to make proposals with respect to certain family issues, including parental leave, if no agreement is reached in the campus-based negotiations.

At the Amherst campus, we propose the elimination of Evacuation Day and Bunker Hill Day as holidays and the addition of the day after Thanksgiving, a half day prior to Christmas, and a half day prior to New Years as holidays.

XXXV Continuing Education and Distance Learning (Amherst)

We propose the elimination of the second sentence of Article 35.9.

OTHER

We propose that the contract contain an acknowledgement that the academic calendar may change during the life of the contract as described in the proposal currently under review by the Faculty Senate and that such a change will necessitate some changes in the definition of the academic year in Trustee policy and in practices related to such matters as sick leave and vacation accrual and reporting, payroll schedules, and add comp payments.

We intend to implement the data retention policy proposed by the Faculty Senate Research Council. We do not believe that we have any bargaining obligation as a result, but since the union has opined otherwise, we wish to afford you the opportunity to raise any bargaining issues you believe are associated with the proposed policy.