

Day Bargaining Recap - Mass Maritime Proposals

On Monday May 5th, the MSCA and Council of Presidents bargaining teams met at Mass Maritime Academy to continue negotiations over the working conditions of our Professional Maritime Faculty (found in Article XII-A of the Day contract) and their Academic Rank progression (Article XX-A)

At this session we worked with management to address the changing nature of the professional mariner workforce with the dual goals of 1.) ensuring that the Academy is able to run the annual Sea Term for students meeting all federal compliance, licensure, and safety requirements, while 2.) providing our members the respect they deserve as professional faculty in their work assignments. This means language that ensures that the maritime faculty have regular working hours, are not completing tasks that should be handled by the ship's crew, are covered for licensure and uniforms expenses required of their jobs, and have the ability as they become senior members of the academy to end their Sea Term obligations as may be needed.

Management also countered positively to our rank proposals with some revisions to the rank titles, with both sides finalizing Article XX-A.

At the table, we made much progress and a summary of key countered language is below. We are close to reaching an agreement but will need an additional negotiation session to wrap this up.

Summary of latest key counters from both parties for Article XII- A

The full MSCA and Council of Presidents proposals and counter-proposals can be found at the [MSCA Union website](#).

Sea Term Duration: If the annual Sea Term lasts longer than 65 days, additional prorated stipends and/or salaries shall be paid to all participants.

Sea Term Dates: Exceptional circumstances may require that the Sea Term be scheduled in the summer monthsExceptional circumstances shall be defined as a Major Disaster Declaration or Emergency Declaration of the U.S. Federal Government which necessitates a change in the schedule of the Sea Term.

Sea Term Obligation: Twenty-five (25%) percent of the most senior Blue-Gold Professional Maritime Faculty will be offered the opportunity to place their license in continuity.

Planning: The training schedule shall be submitted thirty (30) days in advance of the Sea Term

and shall include the daily faculty work assignments for each faculty member. The Training Coordinator shall also be responsible for logging the assessments completed in the mariner credentialing electronic record keeping system.

Sea Term Absence: Any member of the Professional Maritime Faculty who are called up for active duty in any division of the US Military, will not need to make up a missed Sea Term. Absences for other reasons, can be made up within a longer time frame of six years.

Sunday work: In cases where the Sea Term Council and/or Training Coordinator proposes an alteration to the typical weekend port calls, the Training Coordinator and Vice President (or designee) shall discuss faculty working on a Sunday. In exceptional circumstances, Professional Maritime Faculty may be required to work on a Sunday.

Uniforms: Work with all Professional Maritime Faculty within their respective departments to assess any additional uniform needs in excess of the aforementioned \$150 annual stipend and, in consultation with the Vice President, authorize the purchase of additional uniform items as necessary and appropriate and not in excess of an amount per Professional Maritime Faculty member set by the Vice President.

Required Trainings: Faculty members on Blue and Gold status and full-time temporary faculty members hired with a Sea Term obligation, which should be understood as covering any and all enrollment fees and mileage reimbursement when training is approved at an alternative training facility.

Student Assessment: Assessments are recognized as the work of Maritime faculty. Assessments will be completed during Sea Term, providing students no more than three attempts at passing each one.

Freshmen Programs: The Professional Maritime Faculty will participate during the freshman orientation program cold water survival orientation program and in the freshman mini-cruise orientation program.