

## MSCA Proposals

**Update rankings and license provisions.** Similar to our librarian proposals, which seek to align MSCA faculty and librarian appointment and promotion ranks, our MMA language would ensure that faculty obtain the appropriate rank to their current campus roles. Instructors would be Lieutenants, Assistant Professors would be Lt. Commanders, Associate Professors would be Commanders, Professors would be Captains.

Rather than obtaining a second license, Lieutenants and Lt. Commanders would be required to have an operational license. Commander and Captains (who were hired after July 1<sup>st</sup> 1995), would be required to hold a management license rather than a Top license.

We also propose dropping the requirement that Captains and Commanders have professional service in the maritime field. Instead, these rankings can be earned through the accrual of eight years of full-time experience in teaching at an accredited institution of higher learning.

Lastly, we updated the definition of the licenses' definitions.

**Change merchant marine license requirements:** Our MMA faculty perform the labor that enables students to train on a naval ship. The ships' non-instructor work can be physically demanding, particularly for those faculty who have spent decades going on Sea Term. Keeping their certificates "in force" would mean that our older faculty would have to routinely prove their ability to fight fires and perform physical actions associated with search and rescue obligations. We propose that faculty may keep their license "in continuity," which would enable faculty to keep the licenses they previously held without risking it because they can no longer perform the tasks necessary to keep their license "in force"

**Sea term requirements:** In our current contract, management may require MMA Faculty to assist in the often physically demanding elements of ship maintenance and security, including serving as the watch keep officer. As APA union members cover the upkeep of these tasks, we propose the removal of these obligations.

If a faculty member misses a sea term, we propose that they have a six-year window to complete their obligation. In the current contract, there is no specific timetable; we want to formally operationalize the language.

Currently, MMA faculty are required to cover 12 sea terms over 24 years. We propose that this obligation be reduced to six, as this amount would better enable MMA to attract and retain faculty.

We also wanted to ensure that those no longer able to perform the sea term would be able to retain the 13% stipend that they received when they went on the sea term. Members should not be punished if they can no longer serve during sea term.

For those who out on FMLA, on sick leave or on active duty, they should not have to make-up a missed sea term.

Although most sea terms last fewer than 45 days, the contract requires that they set aside 70 days so that they can remain with the ship during unexpected emergencies. We propose reducing this number to 60 days.

**Coverage of costs:** MMA faculty face many costs associated with their employment, and we propose that management pick up a significant percentage of contractually mandated costs. These include costs for licensure, certification, purchase of uniforms and dry cleaning. Specifically, we propose increasing uniform stipends from \$150 to \$500.

## **Management's Proposals**

**Extending membership of the Sea Term Council** to include the Master, Chief Engineer and Chief Mate of the Training Ship. In the current contract, the President of the academy could choose one of these individuals to serve.

**Change sea term additional compensation provision:** In the current contract, members would be paid overtime if the sea term ran past June 30. Management wants to remove this language, and overtime would only be paid if members worked over 70 days on sea term.

**Sea term assessments:** Management wants to formalize faculty's assessment responsibilities on sea term, the new language would state that assessment is an "obligation."

**Sea term work schedule:** Currently, management cannot require MMA faculty to work on Sundays. However, there are times when it may be advantageous to students and faculty to shift scheduled time off on a particular week. As such, management proposes, "in exceptional circumstances" to allow the Sea Term Council and/or Training Coordinator to discuss faculty working on a Sunday.

Management would also like the flexibility, "in exceptional circumstances," to schedule the sea term in the July and August. They noted that sometimes the federal government uses the training ship, which would require that the sea term be delayed.

**Stipends for uniforms:** Management proposes that departments, working with the Vice President, authorize additional purchase of uniform items as necessary.

**Certification training:** Within a year before a license expires, members shall receive training. If it cannot occur at MMA, the academy will cover costs associated with the certification, including mileage. Sea term faculty must complete this training, even if it is off site.