

Email Subject Line:

Are You Willing to Do Uncompensated Work?

Title II Bargaining Survey and Update

Dear Members,

We need your help! To strengthen our bargaining position, we are asking every faculty member and librarian to complete a brief anonymous Title II Workload Survey. It takes about five minutes to complete. **Here is the Survey Link:** <https://www.surveymonkey.com/r/Y95DPXM>

Negotiation Update

The MSCA bargaining team entered the July 23rd Title II bargaining session expecting management to respond to the [union's June 16th proposal](#). In that proposal, MSCA offered movement by committing to make a good faith effort to ensure all Spring 2027 syllabi are compliant with the new Title II regulations by April 26, 2027. We offered that full-time faculty would commit to four hours of remediation work each semester as part of their regular professional responsibilities (any more than that would need to be compensated with release time and off-contract compensation). We also proposed compensation for part-time faculty for their Title II training and remediation work which falls outside the scope of their contractual obligations

Unfortunately, management came to the session with no counters to our proposal.

Instead, management repeated their position (reflected within their [June proposal](#)) that remediation is part of faculty and librarians existing professional responsibilities. They stated that faculty control the content of their courses and can choose which materials they use. If some course materials are too burdensome to remediate then we can make different choices about course content or the way we teach. This position seems to disregard the fact that our faculty have spent years creating course content that helps our students learn best.

Management also claimed that the accessibility scores in the campuses' learning management systems average about 70% across the state universities, so it appears that faculty have demonstrated that they can complete this work within their normal workload.

We disagree that we can sustain this work in addition to all of the other responsibilities we have.

Many faculty made great progress last year making their syllabi accessible ahead of the April 24th deadline that has since been extended. This work was uncompensated, took significant effort and was completed while bargaining was ongoing. Our efforts and accomplishments DO

NOT demonstrate that faculty can absorb the ongoing work required for FULL Title II compliance without additional compensation and support.

While faculty and librarians will continue to select and create accessible educational materials, many disciplines rely on complex digital content (such as equations, maps, artwork, scientific models, multimedia, and other specialized materials) that require technical expertise and substantial time to remediate. The leadership of the APA and MSCA agree that this type of technical remediation work belongs to trained professional staff.

We are also committed to providing no-cost course materials where possible (instructor created materials and OER texts, videos, slide deck, etc.). Because of management's insistence that members are solely held responsible for remediation, the likely result would be that these no-cost materials would be removed and, in many instances, replaced by commercial textbooks and course packs. We do not want to compromise our students' learning conditions, and we hope that management works with us to find sensible solutions so that our online content can be fully mitigated and accessible to our students.

Because management clearly hasn't heard our concerns, the next step is to gather data directly from you, our members, so that we can quantify the actual time it takes to remediate course materials and to identify the faculty and staff resources needed for the university to achieve compliance.

Please complete the MSCA Member Survey: <https://www.surveymonkey.com/r/Y95DPXM>

This information will strengthen our ability to represent you at the bargaining table. Thank you for taking a few minutes to complete the survey.

Sincerely,

The MSCA Title II Bargaining Team

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