



FACULTY STAFF UNION, INC.

Quinn/2/81C UMass Boston, 100 Morrissey Blvd., Boston,
MA 02125

Telephone: (617) 287-6295 E-mail: fsu@umb.edu www.fsu.umb.edu

Dear Colleague,

On behalf of the Faculty Staff Union (FSU), I am pleased to welcome you to UMass Boston and to urge you to become a member of the union.

The FSU has won significant wage increases for our members in our previous contracts despite the harsh economic climate (raises were 10% on average over three years). In Fall 2015, FSU members along with the other unions on campus successfully fought an attempt by the Administration to deny retroactive pay for raises that were implemented late. Thanks to the work of FSU and its members in recent years, we stopped parking fees from increasing to \$10/day, won a parental leave policy where tenure track faculty get a full semester paid leave, and established a “sick leave bank”. As you start your first semester, we will continue bargaining the next contract, a process that has carried over from last year and has been especially difficult in the midst of the budget crisis on campus.

But we cannot do this type of work without your help and your membership. Unions and workers’ rights are threatened in the present political climate, the budget crisis on our campus has reduced the number of faculty and courses at UMB, and further cuts on campus are assured this coming year. Thus we need your full membership *more than ever*.

Approximately 90% of UMass Boston faculty and librarians are members of the FSU because they support the work of the union, understand that the challenges we face will only be solved through the collective action and the voice of union members, and recognize that the union plays a vital role in the life of the university¹. The more union members we have the more leverage we have at the bargaining table, at the State House, and with our Administration.

When you join the FSU, you have a voice in union affairs, in electing officers, and in creating policy. You also have the benefit of free legal counsel regarding employment issues not directly covered by the collective bargaining agreement and \$1 million liability insurance for employment-related incidents. Through our state (Massachusetts Teachers Association, MTA) and national (National Educational Association, or NEA) affiliations, you have a wide range of low-cost medical and insurance programs, travel discounts,

financial planning and other services. For more on the benefits of FSU membership versus agency fee, please see the enclosed table.

This is your union, and its effectiveness and visibility in the affairs of UMass Boston and in public higher education as a whole depends on your participation. Furthermore, union service counts as University service in reviewing faculty performance.

The FSU and our affiliate chapter on the Amherst campus, the Massachusetts Society of Professors (MSP), serve as the exclusive bargaining agent for the over 2,300 university faculty and librarians on the two campuses. The 2017-2018 academic year dues are \$923 per full-time member of which \$240 supports the FSU, \$494 supports the MTA and \$189 the NEA. The agency service fee paid by those who choose not to join the union will be approximately \$600. Most members elect automatic monthly deductions from payroll as their preferred means of satisfying their dues obligation. Dues paid in this fashion are made over a ten-month period, September through June, and are tax deductible.

A union membership form is included in this packet. Please return it as soon as possible to the Faculty Staff Union, Rm. 81C, 2nd Floor Quinn Bldg (deductions cannot begin until the membership form is returned). You can obtain more information on the union, including a copy of the current collective bargaining agreement, a list of FSU officers, and the FSU bylaws, at our website: www.fsu.umb.edu.

If you have questions, do not hesitate to contact FSU Membership Coordinator Lorenzo Nencioli at 617-287-6295, or at fsu@umb.edu. You may also contact me directly: 617-287-6954 or marlene.kim@umb.edu.

Again, welcome to our campus and please accept my best wishes for a rewarding and productive semester ahead.

Cordially,

Marlene Kim
President, Faculty Staff Union

Please follow us on facebook (<https://www.facebook.com/FacultyStaffUnion>) and Twitter [@FSU_UMB](https://twitter.com/FSU_UMB)

ⁱ By law, the FSU will represent you regardless of whether you are a full dues-paying member or agency fee payer (you must pay one of these).