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# FACULTY STAFF UNION, INC.

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

Telephone: (617) 287-6295 E-mail: [fsu@umb.edu](mailto:fsu@umb.edu) [www.fsu.umb.edu](http://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 invite 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. This resulted in significant payments- thousands of dollars in some cases- that would not have been paid without the collective efforts of rank and file members and union leaders.

Past achievements include preventing parking fees from increasing to \$10/day, a “gap” health insurance for new tenure-track faculty to cover the 60-day waiting period required by the Group Insurance Commission, and parental leave of a semester off for any tenure-track faculty member who has a new child through birth or adoption. We have a “sick leave bank” for covering extended illness for you or for attending to a family member as defined under the federal Family and Medical Leave Act (FMLA).

But we cannot do this type of work without your help and your membership.

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). Approximately 90% of UMass Boston faculty and librarians are members of the FSU because they support the work of the union, see that the challenges we face will only be solved through the collective action and voice of union members, and recognize that the union plays a vital role in the life of the university. 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 insurance programs, travel discounts, financial planning and buying services. For more on the benefits of FSU membership versus agency fee, please see the enclosed table.

As the academic year gets underway, we are facing numerous challenges, including continued underinvestment from the State in UMass and a campus budget crisis that could result in extensive cuts and reductions. All this while we prepare to enter bargaining negotiations this Fall for a new contract. The first step in addressing these issues is to become a full member so we have the resources to advocate for you.

You should hear from a fellow FSU member or staffer soon on how to become involved in the FSU. 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 2016-2017 academic year dues are \$916 per full-time member of which \$235 supports the FSU, \$494 supports the MTA and \$187 the NEA. The agency service fee paid by those who choose not to join the union, will be approximately \$578. 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 payroll deduction form is included in this packet. Please return it to us 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](http://www.fsu.umb.edu) or at our Facebook page (look for 'UMass Boston Faculty Staff Union')

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

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