



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 gains for our members in our previous contracts despite the harsh economic climate. These include a process to gain a research intensive semester, increased payment for College of Advancing and Professional Studies (CAPS) courses, and on average unit members received 10% increase in salary in the last three year agreement. Last year we successfully fought off reductions to health care providers and reinstated all CAPs courses that were summarily cut. Our contract has a parental leave policy where tenure track faculty get a full semester paid leave and we also have a sick leave bank” that allows members to apply for additional, paid sick leave of up to 90 days, and possibly even more, once a member uses all of their individual sick leave time to take care of their own or a family member’s medical needs.

We will continue to bargain parking in the fall of 2018, and we need your help to stop exorbitant fee increases.

But we cannot do this important work without your voice and your membership. We need your voice and participation to bargain parking in the fall.

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 universityⁱ. 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 union membership, please see the MTA Benefits website: <https://www.mtabenefits.com/>.

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 2018-2019 academic year dues are \$962 per full-time member of which \$276 supports the FSU, \$494 supports the MTA and \$192 the NEA. 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.