

Summary of FY14-FY17 Agreement for NTT Faculty

Bargaining Goals

We went into this years contract negotiation with the following objectives:

- 1) Continuing appointments.
- 2) To further solidify our joint bargaining power, we sought common language between the FSU and MSP NTT faculty.
- 3) Benefits for faculty immediately upon attaining half-time status
- 4) Improving just cause language
- 5) Improving lay-off language
- 6) Ensuring that rights of existing members are protected

New Ranks

In order to achieve the above goals, our joint strategy with MSP was to adopt the Amherst NTT faculty ranks of Lecturer, Senior Lecturer and Senior Lecturer 2. The UMass Boston Administration then insisted on the creation of a fourth rank, that of Associate Lecturer.

Lecturer: NTT with less than 6 years of full-time equivalent (FTE) service.

Commentary: There are two ways in which an individual may reach Lecturer rank: 1) direct appointment by a department at the rank of Lecturer; 2) Associate Lecturers will be converted to Lecturer after six consecutive semesters at 50% FTE.

Senior Lecturer: A Lecturer with 6 years of FTE service can apply to become Senior Lecturer. Criteria for promotion are largely the same as current language, though it is now up to the NTT to identify when they are eligible for the promotion. In addition, the college personnel committees currently tasked with assessing promotion applications will be expanded by 1 or 2 Senior Lecturers, ensuring that such promotion applications will be reviewed by a broader base of NTT members. Lecturers who are promoted to Senior Lecturer will receive a promotional raise of \$5,500 (prorated to FTE) or brought to the new floor for Senior Lecturer, whichever is greater.

Senior Lecturer 2: Senior Lecturers with 6 years of FTE service in that rank will be eligible to apply for Senior Lecturer 2. The same criteria for promotion to Senior Lecturer applies to Senior Lecturer 2. Senior Lecturer 2's will receive a promotional raise of \$5,500 (prorated to FTE) or will be brought to the new floor for Senior Lecturer 2, whichever is greater.

Associate Lecturer: Article 21.10.3 defines an Associate Lecturer as follows: "The Boston campus may hire an Associate Lecturer at less than 50% FTE on an as-needed basis to temporarily replace faculty who are on leave or who have temporary or indefinite release from some teaching duties; to fulfill instructional needs where the scope and duration of those needs are uncertain or are known to be of limited duration; to fulfill highly specialized and occasional instructional needs." Associate Lecturers can only be hired if part-time Lecturers in the department do not wish to take on the additional work (Article 21.3). Under certain conditions, Associate Lecturers may be promoted to Lecturer as specified in Article 21.10.3 section 3. This

also comes with a raise in the “per course” rate consistent with the rank of Lecturer.

Commentary: The strength of the new contract for Associate Lecturers lies in the Administration’s agreement to specifically define the role that is to be filled by Associate Lecturers. We believe that there will be ways in which current per-course lecturers will be able to increase FTE and move towards continuing appointments.

Conversion of Current Faculty to New NTT Ranks

The titles of Probationary Per-Course Lecturer, Post-Probationary Per-Course Lecturer, Lecturer I, and Lecturer II will be eliminated.

Current per-course Lecturers will be converted to Associate Lecturer. Current per-course lecturers who are post-probationary will retain their just cause rights and will be subject to the reappointment provisions for Lecturers who are less than 50% (see above).

Current Lecturer I’s will be converted to Lecturer.

Current Lecturer II’s will be converted to Senior Lecturer.

Current Senior Lecturers will be converted to Senior Lecturer 2.

Current Lecturer I’s who are post-probationary, Lecturer II’s and Senior Lecturers will be given continuing appointments at their typical workload.

Continuing Appointments

Lecturers who are half-time or greater with 3 years of full-time equivalent (FTE) service will be hired on continuing appointments. Lecturers with continuing appointments will have just-cause rights and be employed at a set percentage of time that will continue indefinitely. That percentage of time cannot be lowered except under certain conditions that have been stipulated in the contract. If there is a reduction in FTE, the administration will be required to provide justification and significant notice.

Current Lecturer I’s or above who are post-probationary will be given continuing appointments even if they have not yet amassed the 3 years of FTE service. Future lecturer hires will need 3 years of FTE service.

What happens to the priority list?

The priority system will be replaced by Article 21.3 (Additional Work for Part-Time NTT Faculty) which maintains the principles of seniority and requires that work be offered to qualified current part time faculty before offering outside of the unit. Associate Lecturers may also express interest and be considered for this work. See also Article 21.9.4 Layoff of NTT Faculty with Continuing Appointments.

Commentary: Article 21.3 guarantees that any available work will first be offered to bargaining unit members before it is offered to people outside the bargaining unit. Associate Lecturers may apply for additional work and at the discretion of the department head, may in fact be offered the work as outlined in Article 21.10.3 section 2.

Lecturers who are less than 50%:

This section refers to individuals who have the post-conversion title of Lecturer but are less than 50% time.

Lecturers in this category will not be eligible for continuing appointments. However, departments will be required to offer additional courses to current part-time NTT before hiring new NTT (see above).

Lecturers in this category who have 6 academic years of continuous service will be given priority for reappointment over non-bargaining unit members. Departments will also be required to provide a written reason of non-reappointment if someone outside of the bargaining unit is hired to do the work previously performed by the Lecturer in this category.

Notification of Appointment and Non-Reappointment for NTT faculty over 50% who do not yet have continuing appointments (Article 21.9.1):

NTT faculty over 50% in their first or second year who have 1-semester appointments shall receive notice of appointment or non-reappointment no later than the end of the semester. NTT faculty over 50% in their first year who have 1-year appointments will receive notice no later than March 1. NTT faculty at 50% or greater in their 2nd year of service shall receive notice no later than December 15. Failure to meet the notification deadlines will result in a one year or one semester terminal reappointment (length of terminal reappointment will depend on initial contract length).

Lay-Off, Reduction in Work, and Termination for NTT faculty over 50%

NTT with continuing appointments can only be terminated for just cause. Termination is not the same as lay off and the language governing the two is different. Lay-off may occur if there is not enough work for NTT faculty in the department. Lay-off may be full or partial. Lay-off or reduction in work requires one year's written notice. The order of lay-offs in the department will occur in reverse order of seniority (least senior are laid-off first). Laid-off members can add their name to a recall list if the work returns to the department. They can be on the list for up to 3 years. The replacement of Senior Lecturers by tenure track faculty members now requires a higher level of justification than before beginning with a written rationale from the department chair/head and cannot be instituted for arbitrary or capricious reasons. No such protections existed in prior contracts. Those in Senior Lecturer II positions have yet another added level of protection and replacement by tenure track faculty members "can happen only in rare and exceptional circumstances."

NTT Salary floors (prorated to FTE)

Associate Lecturer: \$40,000 a year. This will be an increase of about \$500 per course for probationary per-course lecturers and \$150 for post-probationary per-course lecturers.

Lecturer: \$52,000 a year. This will be a substantial increase from the current Lecturer I floor of \$48,187.

Senior Lecturer: \$57,000. Lecturers who are promoted to Senior Lecturer will receive a promotional raise of \$5,500 (prorated to FTE) or brought to the new higher floor of \$57,000, whichever is greater.

Senior Lecturer 2: \$63,000. Senior Lecturer 2's will receive a promotional raise of \$5,500 (prorated to FTE) or brought to the new higher floor, whichever is greater.

Commentary: The new system will eliminate the automatic promotional raises that currently exist, a potential concern for all NTT. The team was able to accept the new system because the floor for Lecturer has been raised significantly meaning, assuming a 2.1% raise per year, the salaries under the new system will beat salaries under the old system, even if a faculty member is not promoted.

In addition, as noted, the college personnel committees tasked with assessing promotion

applications will be expanded by 1 or 2 Senior Lecturers, ensuring that such promotion applications will be reviewed by a broader base of NTT members (see Article 21.10.6 Promotion Standards and Criteria).

Merit

There will no longer be separate merit pools for NTT and tenure track. A joint labor-management committee will be convened to ensure compliance with merit provisions as they apply to NTT.

Commentary: The new merit arrangement increases the size of the merit pool available because it is now based on everybody's salary within a college. This has worked very well at UMA in part because of the presence of the oversight committee (which will be appointed by the union) assures transparency and that NTT faculty are judged for merit on their assigned duties. The full process for allocating merit is described in Article 26 of the MOA.

Benefits

With this new agreement, *all NTT who are 50% or greater will be immediately eligible for benefits, regardless of rank.* Previously, benefits eligibility required 3 semesters of half-time service subsequent to completion of their first year of service. This represents a significant gain for half-time faculty.

NTT with 3 years of full-time service will be eligible for a semester of paid parental leave. The previous requirement was 6 years.