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# FACULTY STAFF UNION, INC.

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Dear Non-Tenure Track Faculty Member,

On behalf of the Faculty Staff Union (FSU) we would like to welcome you to UMass Boston and encourage you to join the FSU.

The Faculty Staff Union and our affiliate chapter on the Amherst campus (Massachusetts Society of Professors) serve as the exclusive bargaining agent for the 2,300 university faculty and librarians on the two campuses. The FSU represents all faculty members (with the exception of department chairs and other administrators) and librarians<sup>1</sup>.

The FSU is affiliated with the Massachusetts Teachers Association (MTA) on the state level and the National Education Association (NEA) on the national level. The MTA provides us with legal and other support services as well as a member of its professional staff who works full-time with the Boston and Amherst faculty and librarians.

Through our collective bargaining agreement and union activism, we have sought to protect and enhance the economic position and professional rights of the members of the bargaining unit. In particular, the FSU has played a major role in a number of important victories on behalf of its non-tenure track faculty including:

- On average unit members received 10% increase in salary in the last three year agreement.
- Substantially higher salary floors- not long ago, starting pay for a per-course lecturer hovered at the \$2,500 range. Now, the starting pay is \$5,000.
- Continuing appointments and greatly improved job security for non-tenure track faculty who have 3 years of full-time equivalent service.
- A \$50,000 pool for research and educational funds devoted exclusively to non-tenure track faculty.
- Health and retirement benefits for all members who are half-time or more, inclusive of free dental insurance and paid sick leave.
- The opportunity to teach 3 or 4 courses a semester (non-tenure track faculty were once limited to a maximum load of 2 courses per semester)
- The possibility of a full-time load with some scholarship and/or service work assignments in place of a course assignment.
- Higher salary floors for new lecturers and substantial pay raises for long-term lecturers (a salary floor of \$52,000 for full-time Lecturers and a \$5,500 promotional raise after 6 years AND 12 years of full-time equivalent service). This new pay scale makes long-term

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<sup>1</sup> This group of employees represented by the FSU is known as the bargaining unit; all employees in the bargaining unit are covered by the contract (also known as the collective bargaining agreement)

lecturers at UMass Boston some of the highest paid non-tenure track faculty in the country.

- Paid parental leave for salaried full-time lecturers with at least 3 years of service.
- Intellectual property rights, royalties, and right of first refusal for online courses developed.

In Fall 2015, FSU members and our brothers and sisters in the other unions on campus successfully fought back against an attempt by the Administration to not give retroactive pay for raises that had been implemented late. These efforts from union leaders and rank and file members alike resulted in significant payments that would not have occurred without our collective efforts. While these victories on behalf of non-tenure track faculty are important, we recognize that there is a long way to go to before full employment justice can be achieved. As the academic year gets underway, we are facing numerous challenges: continued underinvestment by the state in UMass, and a campus climate that, in some cases, remains inhospitable to the needs and desires of non-tenure track faculty. We believe the first step in addressing these issues begins with union membership. As a member of the bargaining unit, you are covered by the contract, you are eligible for all negotiated pay raises, and you have access to the grievance procedure. If you decide to become a union member, you will be eligible for a wide array of MTA and NEA sponsored discount and benefit programs (see here: <https://www.mtabenefits.com/>).

Equally important, full membership in the FSU allows you to become an integral part of the social fabric of the university. You will be able to vote in union elections, run for office, and participate in our lively non-tenure track faculty caucus. These opportunities are especially important since non-tenure track faculty comprise a greater percentage of our total membership than ever before. We believe the work of the FSU is good for employee morale, advances the possibilities for student learning and elevates the mission of this university for the benefit of everyone.

The Faculty Staff Union is your greatest advocate here at UMass Boston and we strongly encourage our non-tenure track faculty members to participate fully in the union.

If you have questions, please do not hesitate to contact our office, (ext. 7-6295; [fsu@umb.edu](mailto:fsu@umb.edu)). **Please be sure to read all the enclosed materials which contain important information on probation, benefits, salaries, and bargaining unit eligibility.** You can also get more information on the union, including info specifically for non-tenure track faculty members and a list of FSU Executive Committee members, including the NTT representatives, from our website: <http://www.fsu.umb.edu/>.

Sincerely,  
John Hess, Senior Lecturer, American Studies/English, FSU Vice President

*Please "like" the [FSU Facebook Page](#)*

*Follow us on Twitter at [@FSU\\_UMB](#)*

A quick note on dues: Benefited, part-time lecturers will pay \$492.50 for the full academic year; non-benefited part-time lecturers will pay \$185; full-time members will pay \$962. The overwhelming majority of our members elect automatic monthly deductions as their preferred means of satisfying their dues obligation. Dues paid in this fashion are made over a ten-month period, September through June. A payroll deduction form is included in this packet. Please fill out the form, sign twice where indicated, and return it to the FSU office. **Keep in mind that deductions cannot begin until the membership form is returned.** If you would like to pay your dues by check, please contact the FSU office. Be aware that your dues obligation may increase or decrease from semester to semester depending on your percentage of time.