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# FACULTY STAFF UNION, INC.

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## Why Be a Member of the FSU?

1. When membership is high, the union is strong and can advocate for members, stand up for members' rights, and advocate for the university. If membership is low, the union is weak and cannot help its membership. The entire state of Wisconsin has been devastated from low union membership in the public sector, with the result that protections have been erased and salary increases are non-existent. By becoming a member, you can help yourself and your colleagues by enabling us to advocate forcefully for you.
2. We are stronger when you are part of the union so that we can all act together. As a full member, you will have the opportunity to be part of our collective effort to improve your employment conditions and the conditions at UMB.
3. You have a voice in your union and our decisions: You elect officers, set bargaining priorities, can serve on committees (including the executive committee), and can serve as an FSU officer or MTA or NEA delegate. You can vote on FSU policy.
4. You are eligible for hundreds of benefits and discounts. You are covered by \$1,000,000 liability insurance (if a student or corporation sues, you have protection). See [here](#) for more information).

## What has the FSU done?

For tenure track faculty, unlike most academic workplaces, faculty usually receive raises every year. We have a model sick bank program, where faculty can take fully paid medical leave, and a model family leave policy as well—where faculty receive a semester off with pay for birth or adoption of a child, or for care of an ailing family member.

The non-tenure track (NTT) contract is a model in the US, and the FSU sends representatives to other unions to discuss our contract, which includes decent salaries, continuous employment, and health and retirement benefits for faculty.

We can offer excellent benefits because we are a strong union, and being a strong union means having all faculty and librarians be full members of the FSU.

## We have also achieved the following:

- Our salary increases and retroactive pay this past December.
- Phased retirement for retiring members.
- A process to get a research intensive semester for junior faculty.

- Increased pay for CAPs courses.
- Prevented the reduction of the number of health care providers available to you.
- Prevented the health care cost share you pay from increasing.
- Made the university reinstate the CAPS courses they unilaterally cancelled in the summer of 2017.
- Achieved generous raises of 3.5% per year for three years (1.4% of this merit) in the previous three-year contract, and the same raises as all UMass unions (2%) by working together to fight zero raises (the administration had proposed 0% pay increases).
- Successfully fought off give-backs, such as having limits on the sick leave bank, having management designate a doctor to evaluate us if they think we are unfit to work (these were proposed in the past two contracts)
- Secured retroactive pay to July 1, 2014 when the 2014-17 contract started (management had refused to pay the first 10 months of the raises agreed to in the 2014-17 contract). For a faculty member earning \$60,000, that translates to over \$800 in back pay for the cost of raise living portion alone.
- Represented scores of faculty in grievances, including tenured faculty who were fired.
- Represented scores of non-tenure track faculty who were paid below the contract-mandated salary floors; this resulted in payouts to members totaling over \$250,000.

**We will be bargaining again in a year and need your voice and participation.** We can only be as strong as our members are active and involved in the FSU. Make sure that your voices and concerns are heard at the university, the Board of Trustees, and the UMass President's Office, and so you get the contract and employment conditions that you deserve.

Cordially,

Marlene Kim

President, Faculty Staff Union  
Professor, Economics

*For information on the FSU, links to our contract and bargaining updates, and a calendar of events, see the [FSU webpage](#)*

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