

Faculty Staff Union Annual Meeting April 23, 2024

Agenda

Welcome

Past Year Highlights

CLR (informational)

Adopt the FY25 FSU budget

- Core Bargaining Team update
- Member feedback/discussion

FSU Executive Committee

President: Caroline Coscia

Vice President: Sana Haroon

Tenure Track Representatives:

Suha Ballout, Patricia Krueger-Henney and Wei Zhang

Library Representative: Jessica Holden

Pre-Tenure Representatives: Chris Barcelos and Jared Poole

Non-Tenure Track Representatives:

Lynne Benson, Dana Commesso, Monique Fuguet, and Linda Ai-Yun Lui

FSU Senior Staff Member: Lorenzo Nencioli

MTA Field Representative: Maria Hegbloom

Highlights- tooting our own horn

One Year Contract

- Total of an 8% raise
- Thank you to all who called your legislator to get out funding

Coalition Building- sister unions and student governments

- We are in constant communication and work with the leadership of the CSU, CDU, GEO and PSU.
- We have formed relationships with both undergrad and graduate student governments leadership.

Legislative Activity: Cherish Act

- Submitted written testimony to both House Ways & Means and Joint Committee on Higher Education.
- FSU participated in an on-campus legislator luncheon.

Highlights- tooting our own horn

International Faculty

- Led gatherings to learn and understand issues related to green card and visas.
- Result is proposals for our next collective bargaining agreement.

UMB Website Change

- Took the lead in demanding changes.

Promotion to Senior Lecturer III MOA

- Extended the agreement to the current year.

Faculty Council

- Attends (ex officio) and submits a written report

Highlights- tooting our own horn

Anti-racist Grant Program

- Negotiated a \$20,000 increase for 2023-2024.
- The pool of funds is now \$45,000
- Started using Nuts & Bolts to advertise campus activities funded by these grants.

Social Security WEP and GPO

- April 18th held a forum to provide information to those who have worked under both social security and will received a state pension.
- Forum was recorded.

Gender designation of X added

- Pushed HR to move on the change.

Informational: Contractual CLR/ Stipends

Our contract includes allowance for workload reductions for certain FSU leaders and grievance officers.

Spring 2024

Caroline Coscia	President	Article 5.6(d) of CBA	CLR
Sana Haroon	Vice President	Article 5.6(d) of CBA	CLR
Paul Dyson	NTT Grievance Officer	Article 5.6(d) of CBA	CLR
Heidi Stanish	TT Grievance Officer	Article 5.6(b) of CBA	CLR

Fall 2024

Caroline Coscia	President	Article 5.6(d) of CBA	CLR
Sana Haroon	Vice President	Article 5.6(d) of CBA	CLR
Glover Martin	NTT Grievance Officer	Article 5.6(c) of CBA	\$4,000 Stipend

Informational: FSU Budget Stipends

The FSU budget provides a stipend to certain FSU leadership and grievance officers.

Spring 2024:

Caroline Coscia	President	\$2,500
Sana Haroon	Vice President	\$2,500
Trei Martin	NTT Grievance Officer	\$1,200
Laurie Milliken	TT Grievance Officer	\$1,200

Fall 2024:

Caroline Coscia	President	\$2,500
Sana Haroon	Vice President	\$2,500
Paul Dyson	NTT Grievance Officer	\$1,200
Laurie Milliken	TT Grievance Officer	\$1,200
Heidi Stanish	TT Grievance Officer	\$4,000

Current and Upcoming Activities

Successor Bargaining for 2024-2027 contract

- Fall 2023 the CBT formed
- Update: after budget adoption

Parking Bargaining

- First meeting with Labor Relations since Fall 2023 takes place April 25th
- CSU, DCU, FSU and PSU working together

Medical Leaves

- Outsourcing all aspect of medical leaves to a third-party vendor
- FMLAsource is a subsidiary of CommPsych.
- Have seen signed UMass system contracts that will also include ADA accommodations.
- This week: Letter from most UMass unions to system and campus admin.

Current and Upcoming Activities

Finalizing MOA between MGS and UMB Administration

- FSU and MGS faculty meeting with administration

Chosen Name on Diploma

- Continuing to push to allow students to have their chosen name on their diploma.
- University records will remain their legal name

FSU FY25 Budget: Overview

Each year, the FSU Executive Committee recommends a budget for adoption by the Annual Meeting.

The proposed budget before you was recommended by the FSU Executive Committee.

FSU FY25 Budget: Notes

Joint Coordinating Committee (JCC)

The FSU and the Massachusetts Society of Professors (MSP) Amherst form a single bargaining unit that is operated by a governing committee comprised of leaders from both units. The committee handles the financials of each and includes a bookkeeper. The FSU pays one third of the full costs as our membership is approximately one third of the MSP.

Expenses

Administrative Assistant

For the upcoming year, the position drops from 5 hours to zero per week.

Savings

An organization with our operating budget should have in savings at least twenty percent of the operating budget. We have just ten percent. We need to build our savings. Adding funds this year is the first step to meeting general accounting principles.

FSU FY25 Budget: Notes

Support for our work including in coalition.

The FSU is involved in many activities alone and in coalition (mostly with UMB unions). These activities require resources to assist us. We are putting money into some line items to be able to do this work. The past few budgets we reduced these line items leaving us unable to truly be in coalition. Reviving these line items is important, necessary and tells our coalition partners and UMB administration that we are all in.

Your dues – three levels

Membership in FSU automatically includes being a member of both the Massachusetts Teachers Association (MTA) and National Education Association (NEA).

Although you pay your dues to the FSU, we do not keep all your dues money. Both the MTA and NEA take a portion.

100% FTE faculty: MTA receives 49%, NEA receives 20% leaving the FSU portion at 30%.

50% FTE faculty: MTA receives 46%, NEA receives 25% leaving the FSU portion at 29%.

FSU FY25 Budget: Notes

2023-2024 dues payment

Full time rate is \$1040	MTA \$523	Half time rate is \$531.50	MTA \$261.50
	NEA \$208		NEA \$115.50
	FSU \$309		FSU \$154.50

MTA and NEA 2024-2025 dues increase

We have limited control over the dues level for both the MTA and NEA.

The MTA and NEA annual conventions vote on any due increase which is then passed onto us. The MTA Annual Meeting of Delegates is meeting April 27th to vote on a proposed \$33 dues increase. The NEA voted for a \$5 increase. This is a total of \$38 that FSU must send to these entities.

2024-2025 proposed dues

Full time rate \$1158	MTA \$556
	NEA \$213
	MTA \$389