

7/11/2023

Dear Colleagues,

We are pleased to announce the results of the contract ratification vote.

There were 289 votes cast. 288 votes in favor of ratification. 1 vote opposed.

Thank you to everyone who participated in the process – especially to the Contract Action Team whose enthusiasm and commitment helped secure expanded bargaining and raises higher than any time in recent memory, to those who attended the July 6th info session, and of course to everyone who voted. This is a resounding victory for faculty and librarians.

What happens next? (Aka, when do I get my raise?)

Last evening, we informed Marie Bowen, Vice Chancellor of Human Resources and Mickey Gallagher, UMB Labor Relations, that the contract was ratified. Next, they inform the UMass President's Office, which submits the information to the Governor's Office for inclusion in a funding request. We have been told that the contract funding request will go to the Governor's Office this week.

The funding will be part of a supplemental budget request the Governor submits to the State Legislature for a vote. MTA Government Relations lobbies and monitors this process and has been hearing that a supplemental budget could be submitted to the legislature in a few weeks. After it is passed and signed into law, the raises should show up in our paychecks a few weeks later.

So, bottom line is **we are hopeful the new pay rates will take effect at the start of the academic year**. They will include the first 4% pay raise, along with the additional increase to librarian pay, increase to the associate lecturer pay rate, and retroactive pay for summer classes. The second 4% raise will take effect in January 2024.

FSU will let you know as soon as we have concrete details about the timeline.

Anti-Racism Grant Funds

The new contract includes an increase the funding by \$20,000 for a total of \$45,000 (see Article 26.6.1b.2 of the [20-23 contract](#) for more information).

The [April 24, 2023, issue of Nuts & Bolts](#) provides an explanation of the grant program and why the delay in announcing the application deadline.

In early September, we will be sending a formal program announcement along with application details. The application deadline will be no less than five weeks from the announcement date.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II

Katie D'Urso, MTA Field Representative
Ellen Frank, Economics Department, Senior Lecturer
Jessica Holden, Healey Library, Librarian III
Lorenzo Nencioli, FSU Senior Staff Member
Jason Rodriguez, Sociology Department, Associate Professor
Brian White, Biology Department, Associate Professor

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

6/29/2023

Dear Colleagues,

Great news: we have reached a tentative agreement with the Administration on a contract for the 2023-2024 academic year (see [here](#) for the previous update on bargaining). Here is a summary of the agreement:

- A 4% raise effective July 1, 2023 for all tenure-track faculty, non-tenure track faculty at the rank of Lecturer and above, and librarians in the bargaining unit.
- An additional 4% raise effective the first pay period of January 2024 for all tenure-track faculty, non-tenure track faculty at the rank of Lecturer and above, and librarians in the bargaining unit.

Distribution of the \$391K pool is as follows:

- Increase the fall/spring per course rate for Associate Lecturers and Clinical Associate Lecturer from \$5,350 to \$5,500 (\$206K total)
- Increase the summer/winter per course rate from \$5,100 to \$5,500 (\$150K total)
- Increase of \$20,000 for the anti-racism grant funds (for more on this, see Article 26.6.1.b.2 of the 20-23 [contract](#))
- Increase of \$1,000 to the base salary of all librarians (\$15K total)

We are pleased with the outcome of these negotiations, but we did not get everything we wanted and recognize that the course rate for Associate Lecturers/Clinical Associate Lecturers and the summer/winter course rate remain much lower than they should be. The scope of these negotiations was narrow and the amount of money to be allocated was fixed.

The next step in the bargaining process is for members to vote on whether to ratify the tentative agreement. Before the vote, we will hold an informational meeting on Thursday, July 6 from 9:30-10:30am on Zoom (<https://umassboston.zoom.us/j/96537515402>) for members who wish to learn more and ask questions about the tentative agreement. Of course, you may email us too with any questions. An online ratification vote will be held from Friday, July 7 to Tues, July 11. Stay tuned for details.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II

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6/2/2023

Dear FSU Members,

Proposed Raises

As we indicated in April, the Governor's Office released economic parameters for the state unions and proposed 8% raises (4% in July 2023 and another 4% in January 2024) over a one-year contract. It also includes a pool of money, about \$390,000 (\$500 per full-time equivalent members in the bargaining unit) that will be allocated through a negotiated process between the FSU and Admin. The raises will be added to base salaries and the pool of funds is not one-year bonus; rather, it will get added to the annual funds allocated to faculty and librarians.

We have not received a proposal from the UMB Administration, so we decided to make one of our own. Our proposal includes 8% raises for all faculty, inclusive of an 8% increase to the per-course Fall/Spring rates for Associate Lecturers. It also includes the following items regarding the \$390,000 pool:

- Increase the summer/winter per-course rate by \$400 to \$5,500 (approximately \$160,000 total).
- Double the salary anomaly pool (from \$60,000 to \$120,000).
- Double the anti-racism grant funds (from \$25,000 to \$50,000)
- Increase the salaries of all 15 librarians by \$1,000 per year.
- Increase the stipend for FSU bargaining team members and officers by \$1,000 (from \$4,000 to \$5,000).
- Distribute the remaining money, approximately \$125,000, progressively to FSU bargaining unit members (more for those with lower annual incomes, less for those with higher annual incomes; details on this to be worked out).

We will keep you updated on our proposal and on upcoming bargaining dates when they are scheduled.

Expanded Bargaining

Good news! We reached agreement with Admin on expanded bargaining. This agreement allows up to 30 FSU members to attend bargaining sessions. The sessions will be either in-person or via Zoom webinar by mutual agreement.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II
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4/14/2023

Dear FSU Members,

We have some great news from Governor Healey's office on parameters (salary increases for state employees). This salary increase is the direct result of our collective action in coalition with other campus and statewide unions, as FSU members petitioned, made phone calls, sent emails, and engaged in other public actions to put pressure on the governor to provide money for substantial raises. and

Based on communications with the governor's Administration and Finance executive office, this is what we can expect:

- An 8% total raise over one year. We would receive 4% on July 1, 2023 and another 4% January 1, 2024. This raise will be added to your base pay.
- A pool of around \$300,000 (\$500 per every full-time bargaining unit member) to be allocated as negotiated with the administration as part of bargaining, to address economic inequalities among our members.

One-year extension of our current contract, with full contract negotiations on a successor 3-year agreement to begin next year.

To be clear, the Core Bargaining Team has not yet received a salary proposal from the administration, but we expect one soon now that the parameters have been set.

It is very likely that we will need to reach an agreement with the administration and hold a ratification vote relatively quickly, so the Legislature can fund and the Governor can sign the bill if our raises will begin on time for July 1, 2023. We eagerly await a proposal, and when we get one, we will pass that information on to you.

We will keep you updated on the proposal.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II
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Brian White, Biology Department, Associate Professor

4/13/2023

Dear FSU Members,

Yesterday the FSU Contract Action Team hosted our first public demonstration of support for Expanded Bargaining, following a hybrid forum to discuss the status of our main table bargaining (Quick version: administration continues to insist we bargain in secret, behind-closed doors without our expanded team able to participate) and the parking bargaining we are currently engaged in as part of a coalition alongside our fellow unions PSU, CSU, and DCU.

We started with a fun and practical sign-making session, followed by some reports and spirited discussion. In addition to a robust turnout from FSU members we were joined by a heartening number of undergraduates, including representatives of student government who made clear they stand in solidarity with our efforts to advocate for the interests of the broader community at UMB.

Then came our rally outside the room where administrators were due to arrive for the parking bargaining meeting. We stood together holding signs (see [picture attached](#)) and chanting in unison "What do we want? Expanded Bargaining! When do we want it? Now!" among other catchy slogans. When UMB's Executive Director of Labor Relations, Mickey Gallagher—the lead negotiator for the administration's bargaining team—arrived, we stopped the chants to allow our Core Bargaining Team (CBT) chair Jason Rodriguez deliver a message. Jason publicly disputed the mendacious claims the administration has been making about the CBT and reiterated our intent to bargain with our expanded team.

When Jason finished, Mickey spoke directly to him: "You're so adorable."

Consider the power dynamics embodied in calling someone "adorable." Who gets called "adorable"?

An 8-month-old union baby – a child of two UMB faculty members – was at the rally, and it is well within our cultural norms to refer to that child as "adorable."

But a grown man? An accomplished and committed faculty member? Being called adorable by the UMB Executive Director of Labor Relations? Really? Yes, really.

With this one phrase, Mickey Gallagher made it clear she considers herself the only "adult" in the room. She seems to think that our rally was "adorable," that our proposals are "adorable," and that our insistence on expanded bargaining is "adorable." The administration wants closed-door, back room bargaining in secret. We don't. The FSU believes in democratic bargaining. We believe you have the right to see the negotiations that shape our working conditions. Recent court rulings ("The Belmont Decisions") have enshrined that right, and the FSU has established it as our policy. We remain

committed to the legally protected right to expanded bargaining. As our members chanted, “It worked last time, why not NOW? Expanded bargaining must be allowed!”

The lead negotiator of the administration’s bargaining team called us “adorable.” We don’t think that is cute.

We don’t want to put words in Mickey Gallagher’s mouth, but in the spirit of constructive dialogue we have a dozen suggestions of what she could appropriately call FSU members: committed, well-informed, energetic, knowledgeable, transparent, vibrant, industrious, insightful, eloquent, resourceful, learned, dynamic.

Sincerely,

The Contract Action Team*

*[The Contract Action Team, or CAT, is an FSU committee that supports the Core Bargaining Team. To join, please email: FSU@umb.edu]

3/31/2023

Dear FSU Members,

The FSU was supposed to have our first main table bargaining session on Wednesday, but the Administration ghosted us. They simply did not show up to bargain on Zoom with our CBT and expanded team because they refuse to negotiate openly and transparently. We must continue to insist on expanded bargaining on Zoom – it is the best path towards negotiations that are accessible to our members and will bring concrete results for faculty and librarians. The FSU has also started parking bargaining in coalition with the other unions on campus and has received an outrageous proposal from the Administration that would hike parking fees even higher than they already are.

Please join us on Wednesday, April 12th 1:30-2:30 for the following event:

1. **FSU Bargaining Forum 1:30-2:15** (ISC 2 – 2003, and zoom for those working remotely: (contact [FSU](#) or [Caroline Coscia](#) for Zoom information). We will hear updates on both main table and parking bargaining and discuss ways to increase the pressure on the Administration to continue with the same modality of bargaining we all engaged in last round.
2. **Bargaining Action (2:15-2:30)** – Join our members as we hold a “stand out” at the entrance of the room where parking bargaining will start at 2:30pm (ISC 2 – 2003). Let’s show the administration our commitment to bargaining openly and transparently while simultaneously supporting the parking bargaining coalition’s effort to make parking on campus more affordable.

Sincerely,

The Contract Action Team*

*[The Contract Action Team, or CAT, is an FSU committee that supports the Core Bargaining Team. To join, please email: FSU@umb.edu]

3/28/2023

Dear FSU Members,

Bargaining has started – well, sort of. The first session is scheduled for tomorrow/Wednesday at 1pm and the FSU is ready. But the Administration is thus far refusing to bargain like we did last round – democratically and transparently through virtual-expanded bargaining sessions (where an additional 30 FSU members are permitted to watch the process as silent observers on a zoom webinar). Virtual-expanded bargaining worked seamlessly last round, and yet Admin wants to return to the old system of two small teams bargaining in isolation and behind closed doors. Expanded bargaining is a right we have as established in [the Belmont case](#) – and it was approved as formal [FSU policy](#) by membership. “All negotiations should take place at the bargaining table in front of FSU members.” Let’s keep bargaining open and transparent!

What can you do? Two things:

First, please write Mickey Gallagher (Mickey.Gallagher@umb.edu), the Executive Director of Labor Relations at UMB and Admin’s lead negotiator (and please cc FSU@umb.edu). Tell her to keep negotiations open and transparent by allowing virtual-expanded bargaining. [email template below]

Second, we encourage all FSU members in good standing to join us for bargaining tomorrow at 1pm: <https://umassboston.zoom.us/j/91314187182>. If Admin shows, we bargain. If they do not, (a) we will discuss ways we can pressure Admin to come to the table on democratic/transparent terms and (b) provide information about FSU bargaining priorities.

Sincerely,

The Contract Action Team*

*[The Contract Action Team, or CAT, is an FSU committee that supports the Core Bargaining Team. To join, please email: FSU@umb.edu]

Dear Mickey Gallagher,

I write to ask that the Administration agree to bargain with the FSU CBT as we did last round – through virtual bargaining sessions in which an additional 30 FSU members are allowed to attend as silent observers. Please keep bargaining open and transparent. Now is not the time to bargain behind closed doors.

Sincerely,

3/24/2023

Dear Colleagues,

Greetings from the FSU Core Bargaining Team. We are writing with an update on bargaining for the 2023-2026 successor contract.

In January, we made an initial proposal to allow up to 30 FSU members to observe in-person bargaining sessions and allow those who couldn't attend to observe using a live-stream video. The administration sat on that proposal for almost two months before rejecting it out-of-hand, and instead proposed closed-door bargaining in which nobody could observe the sessions. This is expressly against [FSU policy](#) which states that our members must be able to observe all bargaining sessions in a process known as "[expanded bargaining](#)."

Engaging in expanded bargaining is our obligation to you and it is something we will keep fighting for. A few days ago, we proposed to bargain the 2023-2026 contract using the exact same modality as the 2020-2023 contract, in which the administration agreed to allow up to 30 FSU members participate as part of our "expanded bargaining team" on Zoom in a Webinar format (like Faculty Council meetings). It worked well last time, and we expect it would work well this time. We await their reply and hope it doesn't take another two months, because we are eager to engage in expanded bargaining and share our proposals with you. We will keep you updated!

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II
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Brian White, Biology Department, Associate Professor

3/7/23

Dear Colleagues,

Greetings from the FSU Core Bargaining Team (CBT). We will start bargaining our 2023-2026 contract with the administration later this Spring and have some important updates to share with you.

Our first session with the administration is scheduled for March 29, from 1-4pm in the Campus Center room 3540. Consistent with our commitment to [expanded bargaining](#), back in January we proposed to allow up to 30 FSU members to observe bargaining sessions in-person (and participate in our team caucuses) and a live stream, so those who can't be there in person but want to see what's discussed can watch it. We are still waiting for their response.

In order to expedite bargaining (last time it took about 2 years!), the Core Bargaining Team and admin are planning to exchange proposals later this month, before we start bargaining. We are currently developing proposals based on the results from the survey we conducted last fall, meetings with campus groups, and proposals that we were unable to get admin to agree to in the 2020-2023 contract bargaining round.

Thanks to everyone who participated in the survey we sent out late last fall – we got over 200 responses! One of the most important findings from the survey is that UMB faculty and librarians are concerned about pay and benefits, which quite simply have not kept up with the rising cost of living in Boston. We are preparing robust proposals to substantially increase salaries, better support international faculty through the Visa and Green card process, provide significant summer stipends to GPDs and DUGS, lower the time to continuing contracts for NTT faculty, and more. Please stay tuned for more on the specifics of our proposals.

We have a Contract Action Team (CAT) to help us. The CAT will be participating on the expanded team observing bargaining sessions, doing some research to support the CBT proposals, and communication/outreach with members. If you are interested being part of the CAT, please reply to this email or fsu@umb.edu

We will be in touch again soon with an update on the status of expanded bargaining.

Please share your thoughts. This is your union.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II
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