

FSU EXECUTIVE COMMITTEE MEETING 2/26/15

Members Present: Peggy Walsh Marlene Kim Amy Todd Ursula Tafe Doreen Drury Heike Schotten Kathy Kogan Tina Mullins Mary O Linda Dumas

Others Present: Lorenzo Nencioli, Membership Coordinator Caroline Coscia, NTT Grievance Officer Jeff Keisler, TT Grievance Officer Larry Kaye, NTT Grievance Officer Al Leisinger, NTT Grievance Officer

A. ANNOUNCEMENTS

1. *GIC benefits and March 4 meeting*- Rates (mostly increase in co-pays, etc.) will be going up starting FY16 (7/1/15). This is not an issue that can be negotiated. The FSU will need to notify members re changes, though it was noted that that is HR's job).
2. *All union meeting March 4 12-1 Ryan's Lounge*- meeting will be to discuss lack of implementation and funding of new contract and actions the unions can take to get funding.
3. *Newsletter update*- Amy Todd, Assistant Newsletter Editor, doesn't know when it will be out.
4. *Spring FSU elections*- Ex Com members need to recruit FSU members to run for open positions. Lorenzo will email Ex Com members whose terms are up to see who will be running again.
5. *FSU Annual meeting*- Need to schedule meeting for some time in April. Suggested times are: April 22, 23, 29, or 30 12-2 pm. Lorenzo will look for room and run Doodle poll for Ex Com members re their availability.
6. *MTA meeting Hynes convention center May 8-9*. We need delegates. Ursula Tafe and Amy Todd will be delegates. FSU will send info to members when we receive it from the MTA.
7. *MTA summer conference UMass Amherst Aug 2-6*- New grievance officers might be interested in grievance training workshops. FSU can reimburse travel and registration.
8. *Additional bargaining*- Bargaining and labor-management committees will be formed for CAPS/distance learning, Senior Professor, Junior faculty sabbatical, fitness for duty (labor-management committee only-will not be a bargaining committee), sick leave/vacation givebacks (labor-management committee only-will not be a bargaining committee), department bylaws, academic freedom and responsibility and/or failure to perform minimum duties (Articles 8 and/or 17), and possibly also phased retirement. The FSU sent an email asking for members who wish to participate. We should get list of interested members but we will first need to know when new bargaining will start.

B. BUSINESS

1. Contract funding and cross-union funding campaign: It was reported that Admin says it will implement the new contract except for raises and merit. However, they are waiting for new contract language to be completed before implementation can occur. Mickey Gallagher sent an ultimatum to Admin stating that the 12-14 contract must be enforced until the new contract is implemented (there had been reports that Admin was delaying promotions required by the 12-14 contract until the 14-17 contract is implemented). Mickey has also sent Admin a demand that the new contract- inclusive of raises and merits- should be implemented immediately. There was a discussion of what elements of the new contract, if any, are being implemented. Some elements- such as RES and travel funds for tenure track faculty and new promotional criteria for Librarians- do seem to be funded and implemented but other elements such as NTT promotions do not seem to be. It was noted that the FSU needs to know exactly what is happening in regard to contract implementation. There was discussion of the need to notify FSU members of contract implementation status. There was discussion of the strategy of accepting partial contract implementation (one view: allowing partial implementation ‘demonstrates’ viability of FULL contract thus making the case for implementation of the raises as well as other elements of contract; another view: partial implementation allows Admin to pick and choose elements of contract they prefer to implement or not implement).

There was discussion of contract funding issues. UMass says a supplemental appropriation must be enacted by the legislature budget before raises can be given. However, and MTA/FSU analysis of the relevant budget and budget request documents indicates that the funding for raises was already given to UMass by the state. It was noted that the UMA Chancellor told MSP that UMass has the money to enact new raises but that the strategy of the President’s Office is to ‘force’ unions to lobby the legislature for money for raises before they will be enacted. The FSU has requested a meeting with the Chancellor and Ellen O’Connor to discuss this but there has been no response. MTA Legal is preparing to file an unfair labor practice charge in regard to non-implementation of contract. However, it was noted that such a charge could take 2 years to resolve.

Contract Funding Campaign- the first action will be Wednesday, March 4th after the all-union meeting. The plan is to have an action every week on Wednesdays after that. The FSU will also go to Faculty Council to hand out flyers about the event. The campaign will focus on pressuring Chancellor to in turn pressure the UMass President to fund the contracts. There was discussion of the campaign, the need for a media presence, whether or not FSU members could be motivated to participate, and how we are working with the other campus unions. It was also suggested that each Ex Com member needs to commit to talking to 10 other members of the FSU to get them to attend the upcoming actions. Marlene and Amy will send flyers on the campaign to the Ex Com. Heike agreed to help set up Twitter account for FSU; Mary agreed to

talk with a videographer re making you tube videos of campaign event. Mary, Doreen, Linda, Tina, and Kathy can attend some of the upcoming Wednesday campaign actions meetings.

2. Outreach/info meetings for new contract and new NTT language- It was agreed that it is to early to have these meetings given the uncertainty over contract implementation.
3. CLA 2/2 evaluation and mechanism for TT faculty who need to go back on 3/3- The FSU is supposed to conduct review of 2/2 pilot program during Spring 15. We reserve right to negotiate specifics of plan prior to implementation. Admin says all is good with the program so there is no need for review. It was indicated that the tenure track faculty are more or less okay with 2/2 but that the NTT may want a review. Admin can give data to FSU to see if there are NTT impacts. There was discussion of the 2/2 program and its impact on class size, assignment of upper level courses (or lack thereof) to NTT, etc. Ursula, Kathy, Mary, Linda, and Marlene are willing to form sub-committee to look at this issue. Marlene will ask CLA for class size data for last 5 years, TT v NTT section assignment issues data (i.e. if there have been changes in assignment of upper level sections according to rank), and will put notice in newsletter asking for feedback.
4. Newsletter print run- There was discussion of whether or not the FSU should continue to do full hard copy print runs of its newsletter (it costs about \$4K total per AY). It was suggested that we not do a full print run but let people opt in for hard copies (all unit members will receive an online version).
5. Mass Society of Professors and JCC issues- There was discussion of pros and cons of staying as 1 combined unit with MSP versus splitting up. It was noted that the FSU has no desire for 'break up'. It was also noted that the FSU benefits from being with MSP but not vice versa. It was suggested that we change the bylaws to reflect actual practice. The FSU needs more members of the JCC: Linda, Jeff, Marlene, and Larry are willing to be JCC members. Motion to select Linda, Jeff, Marlene, and Larry as FSU members of the Joint Coordinating Committee is made. Motion seconded. **Motion to select Linda, Jeff, Marlene, and Larry as FSU members of the Joint Coordinating Committee passes unanimously.**
6. FSU Budget: Marlene noted that we are still in process of working with the JCC accountant to devise a proposed budget but that we will likely need dues increase. Will provide more info at next meeting.
7. UMass President search committee; Friday, 2/27/15, 10AM, open to public.