

FSU Executive Committee Meeting Minutes 10/16/15

Members Present: John Hess Ursula Tafe Marlene Kim Loan Dao Heike Schotten Kathy Kogan Doreen Drury Andres Henao-Castro Linda Dumas Tina Mullins Peggy Walsh Karen Suyemoto

Others Present: Lorenzo Nencioli, FSU Membership Coordinator Jeff Keisler, TT Grievance Officer Al Leisinger, NTT Grievance Officer

A. Announcements

1. Retroactive Pay Party, October 23, 11:30 to 1:30 pm Ryan's Lounge- Members should put up flyers.
2. Update on NTT conversion- Discussion of conversion. The FSU and Admin are still working out the final elements of the conversion, and the FSU is waiting to hear back from Admin on certain key elements of possible dispute (i.e. whether or not time prior to 7/1/14 would be counted as FTE years). The FSU has analyzed the conversion document provided by Admin and is in the process of deciding how to respond to any errors and/or disagreements.
3. MTA Local Presidents Retreat: Report from Al who went for FSU. AL: There were many workshops on building unions from the base up..
4. Hearings October 20, 1-4 pm on contingent faculty health care benefits. Call your rep, send in testimony (this is legislation that would provide benefits to state employees who are half-time or greater total even if working in multiple campuses). Charter schools bill. MTA wants to members to call your senators/ reps opposing this.
5. Dental coverage: Discussion of whether members would be willing to pay more for more dental coverage to have a two-tier plan.
6. Fair Share Campaign update- Need volunteers to collect signatures at 10/23/15 party. Deadline for signatures is mid-November though MTA is seeking an internal deadline of mid to late October.
7. April 8, 9 MTA Higher Ed bargaining conference- a heads up for bargaining team members to try to attend.
8. Organizing chairs update- We have almost collected enough signed cards to be at the 50%+1 level (the amount needed for immediate certification). The Psych chair needs more info on unionizing chairs before she can sign. Lorenzo Nencioli will send Heike card who will then talk to Psych chair. Heike will also talk with Darren Kew about signing.
9. Campus Equity Week, October 26-30- MTA-organized event re contingent faculty. There will be no event at UMB due to late notification but the FSU can note that this event will take place next year and plan ahead for it if there is interest in doing so.

B. Business

1. Evaluating CLA faculty for 2:2 for possibly going to a 3:3- Some TT might be 'forced' back to 3/3 if they underperform in the area of scholarship (this enforcement mechanism was part of the pilot CLA 2/2 agreement reached in 2012). The FSU needs to negotiate a mechanism and process for how this would work. The CLA Dean is discussing with chairs

whether the DPC's should conduct the review and decide if TT members should be 'forced' back to 3/3. There was discussion of the need for a more concrete criteria and process for reversion to 3/3 for underperforming TT faculty.

2. Disaster planning and Blackboard or other platforms- Admin wants a plan for the possibility of extensive school closures (i.e. how classes might be able to be rescheduled if extensive school closures occur). They would like to use Blackboard and train members in its use. There was discussion of whether or not FSU or Admin should devise plan, that this is an Admin function and therefore they should come up with proposal that we would then respond to, and that this is an opportunity for FSU to have a say in this matter before a policy is decided so we should take advantage of this. There was discussion of impact bargaining (if Admin wants to adopt a policy that changes unit member work conditions the FSU has the right to request impact bargaining).
3. Newsletter update- themes were discussed. Marlene noted that we need names of people to talk with newsletter editor re faculty governance article. .
4. Membership drive. There was discussion of the importance of getting all unenrolled and agency service fee payers to become members before the pending Supreme Court case. The FSU will have member sign-up sheets at the 10/23/15 FSU party. There was discussion of whether or not the FSU can target non-payers and ask them individually to pay. Jeff Keisler, Doreen Drury, Peggy Walsh, and Linda Dumas will need lists of non-payers so they can talk to the ones in their departments re becoming union members.
5. Smoking Policy- John Hess: Admin and FSU negotiated a policy via impact bargaining with CSU and PSU after Faculty Council and the state approved a similar policy [proposed policy is below—LN]. This policy needs to be approved by the Boards of all 3 locals who were in negotiations before it can become official (CSU, FSU, and PSU). There was discussion of issues related to where smoking might be physically possible on campus. John noted that the proposed agreement would provide support programs, free nicotine gums to unit members who need them. There was discussion of enforcement: specially trained volunteers will try to get people to stop but unit members can't be fired or suspended for smoking (they could be for insubordination). There was discussion of whether or not campus police should be involved in enforcement. It was noted that students were not party to the negotiations. There was discussion of racialization in enforcement. There was discussion of approval of the agreement if there is racial profiling training for enforcement volunteers and an oversight committee. Motion to table vote on tentative smoking policy agreement until concerns over issues raised re enforcement are addressed with PSU and CSU. Motion seconded. Motion approved.

C. New Business

There was discussion of the proposed resolution re the Econ professor invited to UMB IDEAS conference and whether or not the FSU Ex Com should vote on this matter. Questions were raised re the criteria for Ex Com resolution votes on non-union issues (i.e. when is it appropriate for the Ex Com to vote on resolutions that are not directly related to union work. It was noted

that there is a need for discussion on criteria for what subject matter is viable for the Ex Com to vote on.

UMass Boston Tobacco-Free Campus Policy

The **UMass Boston Tobacco-Free Campus** policy will go into effect on **November 19, 2015** and will apply to everyone and anyone on campus, including students, staff, faculty, contractors, and visitors. The university will develop and fund a smoking cessation program to assist students, faculty, and staff who wish to quit smoking. For the purposes of this policy, “tobacco” refers to any and all tobacco and/or nicotine products, whether inhaled or ingested, as well as electronic cigarettes.

Policy Rationale

There is considerable evidence that concentrations of smoke are harmful to nonsmokers, as well as smokers. Findings of the Surgeon General indicate that tobacco use in any form, active and passive, is a significant health hazard. The University of Massachusetts Boston has a responsibility to its faculty, staff, students, and visitors to provide a safe and healthy environment.

The Tobacco-Free Campus Policy is intended to eliminate exposure to secondhand smoke, provide an environment supportive of tobacco-free lifestyles, eliminate the risk of accidental fire, eliminate the health risks associated with expectoration from smokeless tobacco, and eliminate the environmental impact of cigarette litter.

With this action, the University of Massachusetts Boston will join the other four campuses of the UMass System, which have implemented a tobacco-free campus policy.

The Policy

1. In compliance with state law, the use of tobacco is prohibited in all buildings, including all buildings owned or leased by the University of Massachusetts Boston.
2. **The use of tobacco is also prohibited on all university grounds, including the Bayside property**
3. The use of tobacco is prohibited inside all university owned or leased vehicles, regardless of location.
4. Applications for exceptions to this policy may be sought (e.g., for religious celebrations or practices, artistic performances, and smoking research).

Enforcement

The success of this policy will depend on the thoughtfulness, consideration, and cooperation of smokers and nonsmokers. Students, faculty, and staff have a collective responsibility to promote a healthy and safe campus community and therefore share the responsibility of enforcement. Enforcement will be on the basis of voluntary actions by the university community, with an emphasis on education. Individuals observed smoking are to be reminded in a professional and courteous manner, by volunteers trained by the Tobacco Policy Committee, of the university's policy and the availability of cessation programs.

Cessation Assistance

Starting with the soft roll-out of the policy in **September 2015**, faculty and staff shall have access to on campus coaching and counseling, including private consultation and group cessation programming, through the University Health Services and through the Employee Assistance Program (EAP).

Implementation of the Policy

To implement this policy, the chancellor will appoint a Tobacco-Free Implementation Committee representative of students, faculty, and staff. The committee will promote the success of this policy by:

- Establishing a comment period for students, faculty, and staff to voice their issues and concerns regarding this policy. It is expected this period will continue until **November 13, 2015**. Comments may be sent via paper, email, texting, SA Group, or visiting stations set up in the Campus Center.
- Developing communications and clear signage (including in all parking areas), flyers, information resources, announcements, and a dedicated web page;
- Enhancing the smoking-cessation resources available to students, faculty, and staff;
- Determining how to manage complaints and exceptions to the Policy; and
- Recommending a budget for future implementation plans and materials.

Tobacco Policy Committee Members

Student Affairs – James Overton, Lisa Buenaventura

University Health Services – Robert Pomales

Faculty Council – Jane Adams

Human Resources – Sandra Knight

Environmental Health and Safety – Peter Schneider

Student Body – Ignacio Chaparro, Jennifer Mai

