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# FACULTY STAFF UNION, INC.

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## SPRING 20 NTT NON-REAPPOINTMENT LETTER FAQ

### **Who Received Non-Reappointment Notifications?**

According to the Administration, all NTT of any title who do not currently have a continuing appointment received such a notification (NTT with continuing appointments are subject to more extensive layoff notice; see Article 21.9.2 of the [contract](#) for more on continuing appointments; *if you have a continuing appointment and received this letter, please contact the FSU office*). 346 total NTT, inclusive of NTT who are not covered by the collective bargaining agreement and who are not subject to the notification language in the contract (see below), received such letters.

### **Did The Administration Correctly Follow the Language in the Contract Regarding The Notification of Non-Reappointment Letter I Received?**

This depends on the individual NTT member's appointment. Whether or not to reappoint NTTs who do not have continuing appointments is at the discretion of the Administration. If the Administration decides to not reappoint an NTT member who does not have a continuing appointment, they are obligated to provide notification according to the following criteria:

NTTs of any percentage of time with the title Lecturer/Clinical Lecturer, Senior Lecturer/Clinical Senior Lecturer, Senior Lecturer II/Clinical Senior Lecturer II who are currently on a semester-long contract and who do not have a continuing appointment are required to be notified prior to the end of the current (Spring 2020) semester if they are not going to be reappointed in the Fall 2020 semester (for those who are less than 50%, see Article 21.8 of the contract; for those who are 50% or more see Article 21.9 of the contract).

NTTs of any percentage of time with the title Lecturer/Clinical Lecturer, Senior Lecturer/Clinical Senior Lecturer, Senior Lecturer II/Clinical Senior Lecturer II who are currently on a year-long contract and who do not have a continuing appointment are required to be notified by March 1, 2020 if they are not going to be reappointed. *If you are currently on a year or longer individual contract and are only receiving the non-reappointment letter now, please contact the FSU office (if you are unsure of the length of your current individual contract, please contact your chair and/or HR to receive a copy).*

NTTs of any percentage of time with the title Associate Lecturer/Clinical Associate Lecturer are not subject to the notification language in Article 21.8 and 21.9 of the contract (see MOU 7 of the contract for an exception for certain NTT who were converted to the title Associate Lecturer during the 2014-17 contract). Despite this, the Administration has decided to send non-reappointment letters to Associate Lecturers along with those who are subject to the notification criteria.

### **Does The Non-Reappointment Letter I Received Definitely Mean I Will Not Be Rehired For Fall 20?**

No. It is still possible for members who received such notices to be rehired for Fall 2020. However, the Administration has discretion in decisions regarding reappointments of NTTs, which means that NTTs who have received such notices are not automatically required to be given a reappointment if the work becomes available. *That said, the FSU will be proposing to the Administration that all current recipients of non-*

*reappointment letters be reappointed to their same positions in Fall 20 should the work be available (should not all the work be available such that all recipients of these letters are unable to be reappointed, we will be proposing that reappointments be done in order of seniority, based on rank, that is, priority given to Senior Lecturer II's, then Senior Lecturers, then Lecturers, then Associate Lecturers). We will keep members updated on this.*

### **What Happens To My Continuity of Service If I Am Not Reappointed in Fall 2020 But I Am Reappointed In Spring 2021 Or Later?**

NTTs with the title Lecturer/Clinical Lecturer, Senior Lecturer/Clinical Senior Lecturer, or Senior Lecturer II/Clinical Senior Lecturer II maintain their continuity of service for up to 3 semesters (i.e. will be considered current employees) in the event of a lack of work (see Article 21.13, #3 of the contract for more). *In the event you are not reappointed in Fall 2020, we strongly advise Lecturers/Clinical Lecturers, Senior Lecturers/Clinical Senior Lecturers, Senior Lecturer II's/Clinical Senior Lecturer II's to inform their chairs in writing of their interest in teaching in Spring 2021-- this will help ensure that the Fall 2020 semester will be considered a 'non-voluntary' separation on the part of the faculty member (i.e. that it was the lack of work per 21.13, #3 rather than a voluntary resignation).*

Associate Lecturers/Clinical Lecturers are not subject to the continuity of service language above. However, Associate Lecturers/Clinical Lecturers who are 50% or more for 4 consecutive semesters will be automatically converted to Lecturer (see Article 21.11.1.iii). *The FSU will be proposing to the Administration that any current Associate Lecturers/Clinical Lecturers who are not reappointed in the Fall 20 semester will not have the Fall 20 semester counted as a non-consecutive semester for purposes of eventual conversion to Lecturer.*

### **I Am An Associate Lecturer Who Was Supposed To Be Converted to Lecturer In Fall 2020. What Is The Status Of My Conversion In The Event I Am Not Ultimately Rehired in Fall 20?**

*See the proposal above. This will mean that all Associate Lecturers/Clinical Lecturers in this category should be automatically converted to Lecturer if they are reappointed at any point subsequent to Fall 20.*

### **I Am A Lecturer Who Was Eligible For A Continuing Appointment in Fall 2020. What Is My Status Going Forward?**

The Administration has indicated that they will not be granting any continuing appointments for Fall 2020. The contract stipulates that any NTTs who are not granted continuing appointments will be given non-reappointment notices and permanently let go. However, the Administration has indicated a willingness to work with the FSU on allowing those who were eligible for a continuing appointment to be reappointed on a temporary basis should there be work available. *The FSU will be proposing to the Administration that members who were eligible for a continuing appointment in Fall 20 be granted the continuing appointment in a subsequent (i.e. Spring 21) semester (if you are not sure whether or not you were eligible for a continuing appointment contact the FSU office).*

### **I Currently Receive Health Insurance From UMB. How Long Will My Insurance Coverage Last?**

The Administration says that health insurance coverage will continue through the month following the last date on the payroll. For those on academic year appointments paid through 8/31/2020, you should have health insurance coverage through September 30th, 2020 (questions on this should be sent to the HR benefits manager, [Stephanie Deronette](#)).

### **Am I Eligible For Unemployment?**

Yes. We encourage all employees who have received these notices to apply for unemployment insurance as soon as possible, even if you will be on payroll for the summer (you can see an MA government guide to unemployment [here](#)). If you are denied unemployment coverage, you should file an appeal immediately. *MTA/FSU members in good standing may be able to seek MTA help in contesting a denial of coverage (contact the FSU for information).*

