

## FSU ANNUAL MEETING 4/30/15

*Presided over by Marlene Kim, FSU President; Lorenzo Nencioli, FSU Membership Coordinator, was present.*

### MTA Annual Meeting- May 8-9

Members interested in serving as delegates for 2016 should contact the FSU.

### FSU End of Year Party

Party will be on Saturday, May 16<sup>th</sup>, 6PM at President Marlene Kim's house. Details to follow

### Health Insurance Premiums

Health insurance premiums are set to increase as of July 1, 2015. The health care split (i.e. the percentage of total cost paid by employee versus percentage paid by employer) has not changed though there is pending legislation that might result in a different split.

### Unionization of Department Chairs

The Department of Labor Relations recently ruled that FSU/MSP chairs cannot become part of the FSU/MSP bargaining unit. The FSU/MSP is exploring the possibility of having chairs form their own bargaining unit instead within FSU/MSP, which would mean another card check campaign would have to occur. Updates will follow.

### Vote: FSU and JCC FY16 Budget

There was a motion to ratify the proposed FY16 FSU and JCC budgets. The motion was seconded. **The proposed FY16 FSU and JCC budgets were ratified.**

### Newsletter

There was discussion of the FSU newsletter and whether or not members read it (3 Annual Meeting attendees stated that they do read the newsletter). There was also discussion of whether or not the hard copy print run of the newsletter should be continued. It was generally agreed that it should not be continued. There was also a discussion of the need for FSU members to help with the newsletter or communications, including social media and Associate Newsletter Editor position (Natalia Scarpetti expressed interest in serving in the latter role).

### CLA 2/2

Marlene Kim noted that the data on class sizes, percentage of classes taught by TT versus NTT, etc. has not yet been provided to the FSU (the FSU needs to analyze this data before it can decide whether or not to request renegotiation of the pilot 2/2 program). It was noted that the data will be evaluated in Fall 15. A survey of CLA faculty will be conducted at that time to determine member sentiment on this issue.

### Contract Funding and Organizing Campaign Update

The raises in the new contract will be implemented as of May 2015 but that retro pay will not be given for the period between July 2014 and May 2015. It was also noted that the UMass President's Office is still claiming that they did not receive sufficient appropriations from the state to fund in full the raises from the first year of the contract. It was noted that, for next fiscal year, the union should push the state

to include a line item for collective bargaining costs so there can be no confusion as to whether sufficient funds were granted for the raises. The MTA has filed a charge at the Department of Labor Relations in regards to the refusal to pay the retro portion of the raises.

There was discussion of the current contract funding organizing campaign and whether or not members felt it was appropriate to continue union actions at Commencement. There was also discussion of possible next steps in the contract funding fight. Volunteers to help with the campaign were solicited.

#### 14-17 Contract Implementation and NTT Conversion Issues

Lorenzo Nencioli , FSU Membership Coordinator, gave an update on contract conversion issues. He noted that Admin has disseminated documents to chairs and deans with directives on how to implement the contract and that FSU has reviewed them. The FSU will be meeting with reps from Admin to discuss issues of concern re the content of the documents. There will also be an informational email sent to members in regards to the conversion process. NTT Members were asked to wait until Admin sends them official notice of their new ranks, titles, percentage of time, etc. before contacting the FSU with questions on their individual status (notices should be sent by Admin the week of May 3<sup>rd</sup>, 2015).

#### New Business

*Bargaining Process*- There was discussion of the recent bargaining process, the manner in which the bargaining team is selected, and the benefits, drawbacks of the new contract.

*FSU Bylaws*- There was discussion of the FSU bylaws and a question about the proportion of NTT seats on the Executive Committee. The FSU will be examining the bylaws in the next academic year.

*Grievance Committee*-There was discussion of the grievance committee and how it has been newly constituted as an official committee of the FSU per the FSU bylaws. It was noted that, in previous years, an FSU entity known as the 'Grievance Committee' met regularly on ad hoc basis to discuss grievance related issues though it was not comprised of officially appointed representatives. That committee has not convened in a number of semesters. It was noted that it would have been nice if the members of the ad hoc committee were notified of the new committee's standing and their exclusion from it. Question was raised as to why the ad hoc committee members could not serve on the newly constituted Grievance Committee. In response, it was noted that issues of confidentiality (i.e. having non-officially appointed members privy to confidential information) would create legal difficulties.