



Sent via email

July 11, 2024

Mickey Gallagher, Executive Director
Labor & Employee Relations
University of Massachusetts, Boston
Mickey.Gallagher@umb.edu

Dear Mickey,

In April 2024, the U.S. Department of Education released its final rule amending the regulations (34 C.F.R. 106.1 et seq.) that implement Title IX of the Education Amendments of 1972. These regulations are to be effective August 1, 2024.

Considering these amendments and in keeping with your obligation to provide an educational environment free from discrimination and harassment, updates and/or changes to various policies and procedures will be required. These updates and/or changes involve mandatory subjects of bargaining under M.G.L. c.150E, therefore please consider this notice of the Union's demand to bargain and the preservation of all rights under contract and law.

In preparation for these negotiations, we also request the following information:

1. The current University of Massachusetts, Board of Trustees and any additional University of Massachusetts, Boston, Title IX Policies, including any forms and appendices.
2. All Non-Discrimination and/or Harassment Policies, including but not limited to, non-discrimination policies based on race, age, disability, homelessness, sex/gender, gender identity, religious beliefs, national origin, ancestry, retaliation, sexual orientation, genetics, or military status.
3. The current Employee Handbook and/or all Board of Trustee policies related to non-discrimination and harassment.
4. The current Student Handbook and/or all Board of Trustee policies related to non-discrimination and harassment.
5. All "Codes of Conduct" for both students and/or employees.

Please provide this information by July 26, 2024 and contact me to discuss a potential schedule for the parties to begin these negotiations. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink that reads "Maria Hegbloom". The signature is written in a cursive style and is positioned over a light blue rectangular background.

Maria Hegbloom
MTA Field Representative/Organizer

cc: Caroline Coscia, FSU President
Sana Haroon, FSU Vice President
Lorenzo Nencioli, FSU