

4/13/2023

Dear FSU Members,

Yesterday the FSU Contract Action Team hosted our first public demonstration of support for Expanded Bargaining, following a hybrid forum to discuss the status of our main table bargaining (Quick version: administration continues to insist we bargain in secret, behind-closed doors without our expanded team able to participate) and the parking bargaining we are currently engaged in as part of a coalition alongside our fellow unions PSU, CSU, and DCU.

We started with a fun and practical sign-making session, followed by some reports and spirited discussion. In addition to a robust turnout from FSU members we were joined by a heartening number of undergraduates, including representatives of student government who made clear they stand in solidarity with our efforts to advocate for the interests of the broader community at UMB.

Then came our rally outside the room where administrators were due to arrive for the parking bargaining meeting. We stood together holding signs (see [picture attached](#)) and chanting in unison “What do we want? Expanded Bargaining! When do we want it? Now!” among other catchy slogans. When UMB’s Executive Director of Labor Relations, Mickey Gallagher—the lead negotiator for the administration’s bargaining team— arrived, we stopped the chants to allow our Core Bargaining Team (CBT) chair Jason Rodriguez deliver a message. Jason publicly disputed the mendacious claims the administration has been making about the CBT and reiterated our intent to bargain with our expanded team.

When Jason finished, Mickey spoke directly to him: “You’re so adorable.”

Consider the power dynamics embodied in calling someone “adorable.” Who gets called “adorable”?

An 8-month-old union baby – a child of two UMB faculty members – was at the rally, and it is well within our cultural norms to refer to that child as “adorable.”

But a grown man? An accomplished and committed faculty member? Being called adorable by the UMB Executive Director of Labor Relations? Really? Yes, really.

With this one phrase, Mickey Gallagher made it clear she considers herself the only “adult” in the room. She seems to think that our rally was “adorable,” that our proposals are “adorable,” and that our insistence on expanded bargaining is “adorable.” The administration wants closed-door, back room bargaining in secret. We don’t. The FSU believes in democratic bargaining. We believe you have the right to see the negotiations that shape our working conditions. Recent court rulings (“The Belmont Decisions”) have enshrined that right, and the FSU has established it as our policy. We remain committed to the legally protected right to expanded bargaining. As our members chanted, “It worked last time, why not NOW? Expanded bargaining must be allowed!”

The lead negotiator of the administration’s bargaining team called us “adorable.” We don’t think that is cute.

We don’t want to put words in Mickey Gallagher’s mouth, but in the spirit of constructive dialogue we have a dozen suggestions of what she could appropriately call FSU members: committed, well-informed,

energetic, knowledgeable, transparent, vibrant, industrious, insightful, eloquent, resourceful, learned, dynamic.

Sincerely,

The Contract Action Team\*

\*[The Contract Action Team, or CAT, is an FSU committee that supports the Core Bargaining Team. To join, please email: [FSU@umb.edu](mailto:FSU@umb.edu)]

3/31/2023

Dear FSU Members,

The FSU was supposed to have our first main table bargaining session on Wednesday, but the Administration ghosted us. They simply did not show up to bargain on Zoom with our CBT and expanded team because they refuse to negotiate openly and transparently. We must continue to insist on expanded bargaining on Zoom – it is the best path towards negotiations that are accessible to our members and will bring concrete results for faculty and librarians. The FSU has also started parking bargaining in coalition with the other unions on campus and has received an outrageous proposal from the Administration that would hike parking fees even higher than they already are.

**Please join us on Wednesday, April 12<sup>th</sup> 1:30-2:30** for the following event:

1. **FSU Bargaining Forum 1:30-2:15** (ISC 2 – 2003, and zoom for those working remotely: (contact [FSU](#) or [Caroline Coscia](#) for Zoom information). We will hear updates on both main table and parking bargaining and discuss ways to increase the pressure on the Administration to continue with the same modality of bargaining we all engaged in last round.
2. **Bargaining Action (2:15-2:30)** – Join our members as we hold a “stand out” at the entrance of the room where parking bargaining will start at 2:30pm (ISC 2 – 2003). Let’s show the administration our commitment to bargaining openly and transparently while simultaneously supporting the parking bargaining coalition’s effort to make parking on campus more affordable.

Sincerely,

The Contract Action Team\*

\*[The Contract Action Team, or CAT, is an FSU committee that supports the Core Bargaining Team. To join, please email: [FSU@umb.edu](mailto:FSU@umb.edu)]

3/28/2023

Dear FSU Members,

Bargaining has started – well, sort of. The first session is scheduled for tomorrow/Wednesday at 1pm and the FSU is ready. But the Administration is thus far refusing to bargain like we did last round – democratically and transparently through virtual-expanded bargaining sessions (where an additional 30 FSU members are permitted to watch the process as silent observers on a zoom webinar). Virtual-expanded bargaining worked seamlessly last round, and yet Admin wants to return to the old system of two small teams bargaining in isolation and behind closed doors. Expanded bargaining is a right we have as established in [the Belmont case](#) – and it was approved as formal [FSU policy](#) by membership. “All negotiations should take place at the bargaining table in front of FSU members.” Let’s keep bargaining open and transparent!

**What can you do? Two things:**

**First**, please write Mickey Gallagher ([Mickey.Gallagher@umb.edu](mailto:Mickey.Gallagher@umb.edu)), the Executive Director of Labor Relations at UMB and Admin’s lead negotiator (and please cc [FSU@umb.edu](mailto:FSU@umb.edu)). Tell her to keep negotiations open and transparent by allowing virtual-expanded bargaining. [[email template below](#)]

**Second**, we encourage all FSU members in good standing to join us for bargaining tomorrow at 1pm: <https://umassboston.zoom.us/j/91314187182>. If Admin shows, we bargain. If they do not, (a) we will discuss ways we can pressure Admin to come to the table on democratic/transparent terms and (b) provide information about FSU bargaining priorities.

Sincerely,

The Contract Action Team\*

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Dear Mickey Gallagher,

I write to ask that the Administration agree to bargain with the FSU CBT as we did last round – through virtual bargaining sessions in which an additional 30 FSU members are allowed to attend as silent observers. Please keep bargaining open and transparent. Now is not the time to bargain behind closed doors.

Sincerely,

3/24/2023

Dear Colleagues,

Greetings from the FSU Core Bargaining Team. We are writing with an update on bargaining for the 2023-2026 successor contract.

In January, we made an initial proposal to allow up to 30 FSU members to observe in-person bargaining sessions and allow those who couldn't attend to observe using a live-stream video. The administration sat on that proposal for almost two months before rejecting it out-of-hand, and instead proposed closed-door bargaining in which nobody could observe the sessions. This is expressly against [FSU policy](#) which states that our members must be able to observe all bargaining sessions in a process known as "[expanded bargaining](#)."

Engaging in expanded bargaining is our obligation to you and it is something we will keep fighting for. A few days ago, we proposed to bargain the 2023-2026 contract using the exact same modality as the 2020-2023 contract, in which the administration agreed to allow up to 30 FSU members participate as part of our "expanded bargaining team" on Zoom in a Webinar format (like Faculty Council meetings). It worked well last time, and we expect it would work well this time. We await their reply and hope it doesn't take another two months, because we are eager to engage in expanded bargaining and share our proposals with you. We will keep you updated!

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II  
Katie D'Urso, MTA Field Representative  
Ellen Frank, Economics Department, Senior Lecturer  
Jessica Holden, Healey Library, Librarian III  
Lorenzo Nencioli, FSU Senior Staff Member  
Jason Rodriguez, Sociology Department, Associate Professor  
Brian White, Biology Department, Associate Professor

3/7/23

Dear Colleagues,

Greetings from the FSU Core Bargaining Team (CBT). We will start bargaining our 2023-2026 contract with the administration later this Spring and have some important updates to share with you.

Our first session with the administration is scheduled for March 29, from 1-4pm in the Campus Center room 3540. Consistent with our commitment to [expanded bargaining](#), back in January we proposed to allow up to 30 FSU members to observe bargaining sessions in-person (and participate in our team caucuses) and a live stream, so those who can't be there in person but want to see what's discussed can watch it. We are still waiting for their response.

In order to expedite bargaining (last time it took about 2 years!), the Core Bargaining Team and admin are planning to exchange proposals later this month, before we start bargaining. We are currently developing proposals based on the results from the survey we conducted last fall, meetings with campus groups, and proposals that we were unable to get admin to agree to in the 2020-2023 contract bargaining round.

Thanks to everyone who participated in the survey we sent out late last fall – we got over 200 responses! One of the most important findings from the survey is that UMB faculty and librarians are concerned about pay and benefits, which quite simply have not kept up with the rising cost of living in Boston. We are preparing robust proposals to substantially increase salaries, better support international faculty through the Visa and Green card process, provide significant summer stipends to GPDs and DUGS, lower the time to continuing contracts for NTT faculty, and more. Please stay tuned for more on the specifics of our proposals.

We have a Contract Action Team (CAT) to help us. The CAT will be participating on the expanded team observing bargaining sessions, doing some research to support the CBT proposals, and communication/outreach with members. If you are interested being part of the CAT, please reply to this email or [fsu@umb.edu](mailto:fsu@umb.edu)

We will be in touch again soon with an update on the status of expanded bargaining.

Please share your thoughts. This is your union.

Sincerely,

Core Bargaining Team

Caroline Coscia, Political Science, Senior Lecturer II  
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