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## FACULTY STAFF UNION, INC.

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100 Morrissey Blvd., Boston, MA 02125  
E-mail: [fsu@umb.edu](mailto:fsu@umb.edu) [www.fsu.umb.edu](http://www.fsu.umb.edu)

Dear Colleague,

On behalf of the Faculty Staff Union, we are pleased to welcome you to UMass Boston and urge you to not only become a member of FSU – but be actively engaged in your union.

After a number of years of low raises that have not kept up with the rate of inflation, we were finally able to secure a one year contract that provides for an 8% raise (4% in July 2023, 4% in January 2024). Our success in obtaining this raise, the most substantial state employee raise in at least 10 years, was due to the work of our union and its members in putting pressure on the Governor's Office to ensure that state employees finally received the raises they deserved. It is only through the efforts of the union and its members that we are able to achieve successes of this sort, both at the bargaining table and beyond.

For these reasons (and many others), it is more important than ever that we continue to build a strong union for faculty and librarians – one that allows us to collectively fight for health and safety at work while pushing for better salaries, working conditions, and job security. The FSU provides members with many tangible benefits (<https://www.mtabenefits.com/>), but ultimately a strong union is what gives us a collective voice to advance not only our own interests, but those of our students and public higher education more broadly.

The majority of UMass Boston faculty and librarians are members of the FSU because they support the work of the union, understand that the challenges we face will only be solved through collective action, and recognize that the union plays a vital role in the life of the university. The more union members we have, the more leverage we have at the bargaining table, at the State House, and with our Administration.

This is your union, and its effectiveness and visibility in the affairs of UMass Boston and in public higher education as a whole depends on your participation (fortunately, union service counts as university service in reviewing faculty performance!).

The FSU serves as the exclusive bargaining agent for the over 900 university faculty and librarians at UMass Boston. The FSU is affiliated with the [Massachusetts Teachers Association](#) (MTA) on the state level and the [National Education Association](#) (NEA) on the national level. The MTA provides us with legal and other support services as well as a member of its professional staff who works full-time with the Boston and Amherst faculty and librarians. The MTA is also the strongest voice for public education in the Commonwealth – with the legislature and Governor.

Most members elect automatic monthly deductions from payroll as their preferred means of satisfying their dues obligation. Dues paid in this fashion are made over a ten-month period,

September through June. The 2023-2024 academic year dues are \$1,040 per full-time member of which \$309 supports the FSU, \$523 supports the MTA and \$208 the NEA (members who are less than full-time will have their dues rates pro-rated; see [here](#) for details).

A union membership form is included in this packet. **You are not automatically a member; you must fill out the paperwork and submit it to the FSU in order to join.** Please return it as soon as possible to the Faculty Staff Union: [fsu@umb.edu](mailto:fsu@umb.edu) (deductions cannot begin until the membership form is returned). You can obtain more information on the union, including a copy of the current collective bargaining agreement, a list of FSU officers, and the FSU bylaws, at our website: [www.fsu.umb.edu](http://www.fsu.umb.edu).

If you have questions, do not hesitate to contact FSU Senior Staff Member Lorenzo Nencioli at [fsu@umb.edu](mailto:fsu@umb.edu).

Again, welcome to our campus and please accept our best wishes for a rewarding and productive semester ahead.

Sincerely,

Caroline Coscia  
Senior Lecturer II  
Political Science Department  
President

Sana Haroon  
Professor  
History Department  
Vice President