



FACULTY STAFF UNION, INC.

100 Morrissey Blvd., Boston, MA 02125
E-mail: fsu@umb.edu www.fsu.umb.edu

Dear Colleague,

On behalf of the Faculty Staff Union, welcome to UMass Boston! Congratulations on your new position here at UMB, we hope it becomes an intellectual home for you for many years to come.

We are proud to be here at UMB, a fully unionized campus. Our union, the FSU, is the exclusive bargaining agent for the over 900 university faculty (tenure-track and non-tenure track) and librarians at UMass Boston. We are affiliated with the [Massachusetts Teachers Association](#) (MTA) at the state level and by the [National Education Association](#) (NEA) at the national level. The MTA is the strongest voice for public education in the Commonwealth, advocating on behalf of public teachers to the state legislature and governor's office. It also provides us with legal and other services, as well as a full-time staff member who provides support services for us.

Most of the UMB faculty and librarians are dues-paying FSU members because they recognize the importance of collective action for ensuring we have working conditions that are vital for student success, value the sense of community the union provides, and understands that the more active members we have, the more leverage we have at the bargaining table with the university administration. You will find at UMB that the campus unions play a very important role in the life of the university.

Most members elect automatic monthly deductions from payroll as their preferred means of satisfying their dues obligation. Dues are made over a ten-month period, September through June. The 2025-2026 academic year dues for full-time employees are about \$119 per month, or \$1,191 annually. Of that total, \$399 supports the FSU, \$573 supports the MTA and \$219 the NEA (dues are pro-rated for members who are less than full-time; see [here](#) for details).

In addition to the benefits of having collective representation that the union provides, becoming a member comes with additional benefits as well. See <https://www.mtabenefits.com/> for more details.

A union membership form is included in this packet. **You are not automatically a member; you must fill out the paperwork and email it to the FSU in order to join.** Please return it as soon as possible to the Faculty Staff Union: fsu@umb.edu. More information about the union, including our the current collective bargaining agreement, a list of FSU representatives, and the FSU bylaws, is available at our website: www.fsu.umb.edu.

The FSU has made significant gains in recent years. Most importantly, over our last two contracts we have secured over 20% in salary raises. Our success in obtaining these raises, 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 received the

raises we 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. In addition to raises, our recent contracts have included a number of important gains, including: higher salary floors, increases to promotional raises, pre-tenure sabbatical, significant increases in travel funds available to tenure-track faculty, grants for anti-racism activities, course load reductions for non-tenure track faculty, and more (you can see a summary of the gains in our most recent contract here: <https://fsu.umb.edu/content/we-have-agreement-new-contract>).

For so many reasons, it is more important than ever that we continue to build a strong union for faculty and librarians – one that allows us to collectively advocate for health and safety at work while pushing for better salaries, working conditions, and job security. 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.

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!).

If you have questions, do not hesitate to contact FSU Senior Staff Member Lorenzo Nencioli at fsu@umb.edu.

Again, welcome to our campus! We wish you a rewarding and productive semester ahead.

Sincerely,

Caroline Coscia
Senior Lecturer II
Political Science Department
President

Jason Rodriguez
Associate Professor
Sociology Department
Vice President