

**Academy for Academic Personnel Administration**  
**Fall 2014**  
**Round Table Report**

**1. Institution Information**

Name of Institution/System: University of Massachusetts Amherst (and Boston where applicable)

Name and Title of Individual Responding: John G. Bryan, Vice Provost for Academic Personnel

**2. Description of Faculty Bargaining Unit(s) – Size and Composition**

UMass Amherst and UMass Boston bargain a common contract with the faculty union but each institution administers the contract separately. The UMass Amherst part of the bargaining unit includes about 1300 faculty (81% tenure stream) and about 45 librarians. The UMass Boston part of the unit includes about 600 full-time and about 600 part-time faculty and 15 librarians.

Bargaining Agent: Massachusetts Society of Professors (Amherst) and the Faculty Staff Union (Boston), affiliate of Massachusetts Teachers Association/NEA

Date of First Contract: 1978

Number of Succeeding Contracts: 12

Web address of current contract: <http://www.umass.edu/provost/faculty-staff-resources/policies-contracts>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

- Last two-year agreement expired July 1, 2014. Bargaining on a three-year successor agreement (through June 2017) began March 2014 and concluded late October 2014. We expect to TA the agreement by October 10.
- Over time, the CBA had evolved into two contracts with many common provisions but some important divergent provisions for the Amherst and Boston campuses. The union pressed to bring those divergent provisions back to common language, primarily to get at problems they perceive on the Boston campus. As a result, much bargaining time was been devoted to that effort, resulting in:
  - A common sabbatical policy that permits “variable credit,” enabling a

faculty member or librarian to take sabbatical leave after three years at greatly reduced compensation and to bank semesters of credit indefinitely up to 24 semesters, which would yield a sabbatical of one full year at 100% pay.

- A common article on NTT faculty, including just-cause protection, continuing appointments for those with 3 FTE years of service, and pay for part-time faculty prorated to full-time salary floors. On the Boston campus, these terms replaced a “priority system” in which individual faculty more or less held rights to teach certain courses based on their seniority at having taught the course in the past. It also changed the Boston NTT faculty members’ just-cause protection from two calendar years (regardless FTE) to three FTE years.
- A common merit-pay process.
- Outcomes:
  - Salary increases for the contract period:  
July 2014, July 2015 & July 2016 each: 1.75% ATB  
Jan 2015, Jan 2016, & Jan 2017 each: 0.35% ATB and 1.4% merit pools
  - Various supports for faculty (research, teaching, childcare assistance, computer replacement, health insurance premiums in first 2 months of employment) totaling about \$1 million per year on the Amherst campus.
  - Modest increases to salary floors and to promotional increases.
  - Increased benefit for tuition remission for spouses & dependents.
- Most difficult issues:
  - Transitioning Boston-campus part-time NTTs to prorated pay.
  - An administration proposal to include goal-setting in faculty members’ annual performance reviews.
  - The terms under which bargaining-unit work may be assigned to graduate students on the Boston campus.
  - The split of salary increases between across-the-board and merit-based pay.
  - Fitness for duty exam for active-duty faculty
  - A UMass system proposal for capping sick leave accrual
  - A UMass system proposal for capping vacation accrual

#### **4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

- The union attempted to organize department chairs/heads, who historically have been non-unit. Failing to get 50% + 1 signed cards from the chairs/cards, the union filed two petitions with the Mass Department of Labor Relations in January 2014: one for accretion of the chairs; the other for a special election among the chairs to bring them into the same unit as faculty. The DLR ruled against the union, citing the supervisory role of chairs/heads over unit faculty.
- The union attempted to accrete into the faculty unit about 100 part-time

- instructors who teach for Continuing & Professional Education, the only faculty group not now represented. The DLR ruled against the union, citing an insufficient community of interest with the regular unit faculty.
- We continue side-table bargaining with the clinical nursing faculty on the two campuses. It began in April 2013 with only the Amherst campus engaged and with the primary purpose the creation of promotion criteria. With the parties nearing agreement in summer 2014, the union announced that it would not conclude until the Boston campus was also at the table. The union may be regretting that move. The two campuses' administrations have united and drawn back from some of the terms previously accepted by Amherst only. The major point of conflict remains the terms of workload.
  - In May 2015, the union filed several grievances related to workload, withholding of certain information from candidates for promotion and tenure, defunding a spousal hiring program, and, most significantly, three tenure denials in which the union claims that the provost and chancellor unilaterally changed the tenure criteria. This last grievance is headed to arbitration.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

- Nothing noteworthy.