

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

**1. Institution Information**

Name of Institution/System: University of Massachusetts Amherst

Name and Title of Individual Responding: John G. Bryan, Associate 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, affiliate of Massachusetts Teachers Association/NEA

Date of First Contract: 1978

Number of Succeeding Contracts: 11

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 successor agreement began March 2014 and continues as of mid-September. 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 has 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.
- A common merit-pay process.
- Likely 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, healthcare premiums in first 2 months) 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
  - 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 is attempting 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 Dept 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. At a hearing in April, DLR persuaded the union to withdraw the petition for accretion due to its weakness, and the hearing proceeded on whether a community of interest exists. More materials submitted in June. Waiting for decision.
- The union is attempting to accrete into the faculty unit about 100 part-time instructors who teach for Continuing & Professional Education, the only faculty group not now represented. Hearing in April, more materials submitted in June. Waiting for a decision.

#### **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.