



The Graduate Advocate

Why a deal is not a deal, according to “Boltin’ Bob” Caret

by Annetta Argyres

As the Boston Globe recently reported, the UMass administration is refusing to pay the raises it has negotiated with nearly all of its over 7,000

previous year’s budget in order to ensure that UMass did not raise in-state undergraduate tuition and fees, and an amount that increased tax payers’ support of the UMass

is by either getting an additional \$11M from the Legislature or by raising tuition and fees.

The UMass unions are united in our rejection of that claim. Governor Patrick and the Legislature had agreed to provide sufficient funding to match the revenues the University brought in from in-state undergraduate tuition and fees—the 50/50 split—and thereby ensure that student costs do not increase in these times of growing student debt. The Legislature has more than kept its side of this deal when it granted the additional \$2.2M in the latest supplemental budget. When we have challenged the University administration to explain how an over 8% increase in the state appropriation is not sufficient to cover a 3% raise for the employees (a cost which last year’s smaller appropriation did cover), we are told that the University has other plans for that money. Clearly paying their employees a modest cost of living increase is simply not a priority.

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unionized employees on the Amherst, Boston, Dartmouth and Lowell campuses. The agreed upon contracts essentially establish a 1.5% raise as of July 1, 2014 and another 1.5% raise as of January 1, 2015. Workers are speaking out and picketing University events to pressure President Caret to honor the contracts so recently negotiated, settled, ratified, and approved by the MA Legislature.

Why, when the Legislature appropriated over \$519,000,000 to UMass this year—an amount which they had promised in the

system by over 8%— is President Caret refusing to pay the raises? His narrow and technocratic reason is that the Legislature failed to specifically identify \$13.1M of this sum for collective bargaining. Now that the Legislature has approved an additional \$2.2M collective bargaining reserve, Caret has agreed to pay out two months worth of the raises (in May and June 2015), but is still refusing to pay the back wages due to his employees. More cynically, the University is claiming that the only way it can pay those back wages



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How I Used My SSF \$: the APA Convention

by Kendra Knauf

This past summer, with a grant from the GEO Scholarly Support Fund, I presented a poster at the Annual Convention of the American Psychological Association (APA) held in Washington, DC. Although I had attended conferences and presented work in years past, this was my first time attending the annual APA convention, which is a massive event with almost 13,000 attendees and over 5,000 presenters. I had the opportunity to re-connect and network with friends, fellow graduate students, faculty, and clinicians from around the country. It was wonderful to have several people visit my poster and to speak with others who were interested in the topic. In addition, I served as a member of the graduate student

Twitter team, which gave me the opportunity to use social media to spread the word about interesting work that others were presenting and sharing.

My poster, entitled “Low Rates of Suicide among African American Women: A review,” was the result of a collaborative effort between myself, two other graduate students in the Counseling and School Psychology department, and our faculty research team adviser. We wanted to better understand the existing research in order to understand why African American women die by suicide less than other race or sex groups. We believe this can be answered by looking at exposure to and uniqueness of experience of known risk and protective factors, which might provide insight into

prevention, another tenant of counseling psychology.

Because of the feedback received from this poster and the ensuing discussions, we have written a manuscript of our

this was my first time attending the annual APA convention...

review which we plan to submit for publication soon. We also are presenting a revised and updated version of this work at the American Association of Suicidology later this month (April 2015).

New at UMB: School for Global Inclusion & Social Development

by Andjela Kaur

In September of last year UMass Boston restructured a few departments, added two new programs, and established the School for Global Inclusion and Social Development (SGISD). The school houses the following graduate programs: MS in Rehabilitation Counseling, Vision Studies, Transition Leadership Certificate Program, Global Inclusion and Social Development (MA and PhD), as well as an undergraduate program in

and economic resources is limited due to race, gender, disability, and class. The school attracts students interested in disability-related professions, South Asian studies, policy development, international development, human rights, and social and policy related research. Callie Brusegaard, an experienced special education teacher who came to UMass Boston from Minnesota, decided to apply to the PhD program in Global Inclusion and Social Development “because it was

and Oxford University where she studied philosophy, law, and socio-legal studies. She is excited to have joined UMass Boston because it is “a research university with a teaching soul, committed to social justice research and accessibility to underprivileged populations of students, translation of highly relevant research into practice and inclusion, and investment in local and global communities.”

As of now, the school does not directly address labor related problems. The research institute formulates research goals in terms of increasing employment for marginalized groups, and the school’s disability based programs strive to narrow the employment gap between persons with and without disabilities. Neither of these efforts bring into question current issues concerning working people, who are indeed a very diverse group in terms of race, ethnicity, and gender. Inclusion in a labor market which pays sub-living wages and does not guarantee fair treatment of workers is a double edged sword: while it does make the situation for the unemployed better, it still perpetuates current unfair labor standards and practices. This contradiction is not easy to resolve but possible gains from addressing it would benefit many excluded groups. In the years to come, and as the school develops, it will be necessary to consider labor relations as central to the discourse of inclusion.

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Asian American Studies. There are currently over 200 graduate students, of which 9 are graduate employees, mostly working as research assistants at the Institute for Community Inclusion, the school’s research institute.

SGISD is envisioned as an academic department, research hub, and international development center focused on advancing ideas, policies, and programs that benefit excluded populations. These populations are most often conceptualized as marginalized groups whose access to political

the only program in the country that gave an international focus to vision studies.” She expects this program to support her research in inclusive education in a global context.

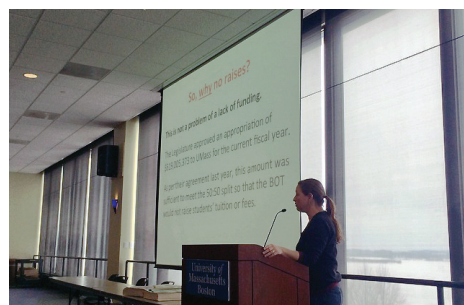
The current faculty is diverse to support the variety of student ambitions. For example, the faculty includes experts in behavioral analysis, vocational rehabilitation, comparative urban studies, human rights, and NGO management. Professor Sindiso Mnisi-Weeks comes to SGISD from the University of Cape Town

...not a deal

(continued from page 1)

When this attitude is put in the context of recent contract negotiations—negotiations which have attempted to reduce employees' sick and vacation benefits, limit eligibility to over-time pay, eliminate comp time for those employees who are exempt from over-time laws and who are required to work hours beyond their regular work week, and deny comparable pay and benefits for graduate students across the UMass system—it becomes very clear that the UMass administration does not want the recent years of growth for the University to benefit employees and students. In these same times, President Caret, who earned a total compensation package of \$653,472 in 2013, was awarded a new contract this past fall increasing his overall annual compensation to \$952,000 by July 2018. And yet there are full-time employees at UMass who earn less than \$15 an hour and who out of that must fund their own state pension, and pay for their own housing and transportation, unlike President Caret.

UMass has its priorities wrong. Join us in demanding that the University honor the deals it has made with employees, students and taxpayers to hold the line on student costs AND pay the negotiated raises to its employees. You can deliver that message directly to President Caret by emailing him at rcaret@umassp.edu, or calling him at 617.287.7050.



GEO members joined representatives from the Classified Staff Union (CSU), Faculty Staff Union (FSU), Professional Staff Union (PSU), and Teamsters on Wednesdays during Spring 2015 to call on Chancellor Motley and President Caret to fulfill their obligations to UMass Boston workers by providing adequate wages and benefits for all 2014-2017 union contracts. In April, union representatives and allies demonstrated outside President Caret's office at One Beacon Street in downtown Boston.

(Photo Credits: Professional Staff Union and Lewis Feuer)





The 2014-2017 GEO Contract: What to Expect

by Lewis Feuer

The following pages are an annotated copy of the agreement ratified by the UMB administration and the GEO in December 2014. We hope these notes will give an overview of the benefits that you can expect in the coming semesters, but also how graduate employees are represented by the GEO through our 2014-2017 contract.

By our count it took 4 months for this "agreement" to be implemented. Want to know why? We do too.
@Caret @Motley @O'Connor

The thing is you, graduate employee, are both, student and worker. And it's because of this that we have a contract—to help define when you're a student and when you're an employee.

Memorandum of Agreement

Between the

University of Massachusetts-
Boston and

Local 1596-UAW-Graduate Employee Organization
For A Successor Contract July 1, 2014 through June 30,
2017

This Memorandum of Agreement is entered into by and between the University of Massachusetts-Boston ("UMB") and Local 1596-UAW-Graduate Employee Organization ("Union").

WHEREAS, UMB and the Union have been parties to a collective bargaining agreement (the 2011-2014 Agreement), which has remained in full force and effect; and

WHEREAS, the parties have conducted and completed negotiations for the amendment of the 2011-2014 Agreement and for a new collective bargaining agreement (the "2014-2017 Agreement") and have negotiated the changes below; and

WHEREAS, the parties wish to memorialize and give effect to the terms of the agreements reached by the parties;

NOW THEREFORE, in consideration of the promises and covenants contained herein, the parties agree as follows:

**Important, but
read on**

General

1. The provisions of the 2011-2014 Agreement shall be incorporated into the 2014-2017 Agreement except as amended herein.
2. Changes in dates and nomenclature will be made as necessary to preserve the meaning of the 2011-2014 Agreement. Additional changes may be required in order to reconcile related provisions.
3. Items are effective as of the inception of the Agreement except as may be otherwise provided in this MOU.
4. The parties agree that this memorandum and the successor contract shall be corrected when there are typographical errors that do not reflect the agreement of the parties.

Contract Language

1. Article 8.03

8.03

The union will always be on the side of writing tutors!!!

Decisions on the awarding of positions shall be made by the department in a reasonable time frame after the posted deadline for applying. A more detailed written letter of appointment which

UMB and GEO Memorandum of Understanding for 2014-2017 contract

indicates duties and responsibilities, hours and locations of work, and all other relevant information shall be provided to the graduate employee prior to his/her assumption of the position. Where appropriate, as indicated in the job posting, assignments may be more fully negotiated between the supervisor and employee at the time of appointment. Additional or different terms of employment, as agreed upon by the supervisor and employee, shall not exceed or increase the workload agreed upon in this contract. All additional or different terms of employment will be included in the initial letter of appointment. A copy of the letter of appointment shall be made available to the union. Decisions of the appointing authority shall not be grievable; grievances under this article shall be limited to the above procedures.

2. Article 10.04

10.04

There are generally no employment obligations for graduate student employees during Intersession (between fall and spring semesters), during the one week break during the spring semester, or during the summer months, unless a different term of employment has been identified. Any ~~different term of employment~~ must be agreed upon by the supervisor and graduate student employee, and reduced to writing in a letter of appointment prior to the assumption of a position (see 8.03). (Unions have been credited with the creation of the weekend. At the GEO we've bargained for one better—PAID VACATION. You have the right to do, well, whatever it is you do during semester breaks...i.e. agonize over how little work you're getting done.)

So have you ever felt like you have no idea what your job actually is? Well, you have the right to know, and your department is required to tell you!! And not halfway through the semester, but right at the start!

3. Article 1.03(6)(e) to be copied as new Article 10.09-No language change

10.09

Graduate employees may be asked to perform clerical or secretarial tasks only if such tasks are directly related to the graduate employee's primary assignment. Graduate employees are not to be asked to perform work of a personal nature.

You'd be surprised how much this NEEDS to be in the contract. Professors, supervisors, TAKE NOTE: we don't do dry-cleaning.

4. Article 10.10 -Orientations

10.10 Orientations

All new Graduate Assistants and Teaching Assistants shall attend an orientation that will last no more than four hours and shall not occur before the third Monday of August. Returning Graduate Assistants and Teaching Assistants shall attend an orientation that will be scheduled no earlier than the start the Fall semester and no later than the third Monday of the Fall semester. The University may conduct similar orientations for the Spring semester. No unit member shall be subject to adverse action for failing to attend an orientation. The University will make materials distributed at orientations available for unit members who did not attend the orientation. The University shall provide the Union opportunity for input into orientation topics.

We know. The word sends chills of boredom down your spine. But there's something truly valuable about putting a face to the email informing you of your late fees at the Bursar's office. You might even learn how to get them waived, or at least to whom to address that desperate, strongly worded, email. (It's also a great opportunity for you to ask: what's a union? And, why am I all of a sudden a part of one?)



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Job postings for assistantships funded by other university administrative units will state the amount of the Educational Operations Fee waiver.

8. Article 13.08

Article 13.08

Appointments not Completed

Any Graduate Assistant or Teaching Assistant who resigns or otherwise no longer holds the position of Graduate Assistant or Teaching Assistant prior to end of a semester shall receive tuition and fee waivers for the semester pursuant to the following:

Fall Semester

Prior to September 1	0%
September 1-30	25%
October 1-31	50%
November 1-30	75%
December 1-end of semester	100%

Spring Semester

Prior to February 1	0%
February 1-28/29	25%
March 1-31	50%
April 1-30	75%
May 1-end of semester	100%

For whatever reason, the radical decision to get an graduate degree doesn't quite pan out, or you get sick, or the real world comes calling faster than you'd like...This language was proposed by the University to make it clear who's responsible for what in those situations where you need to leave your program before completing your degree--it happens. The numbers here seemed fair to both sides of the bargaining table, so on this point we reached an easy consensus.

9. Health and Welfare Article 14.01

Effective September 1, 2014, the University shall pay the cost of the University of Massachusetts Boston Student Health Insurance Plan up to 85%, not to exceed the amounts shown below for each graduate assistantship funded through the Office of Graduate Studies or through University administrative units outside of the Office of Graduate Studies in accordance with the following schedule:

Full time	\$1780
3/4 time	\$1335

You need to know that Graduate Employees at UMass Amherst receive 95% of the cost of their health insurance reimbursed by the University. There is no cap on the subsidy they receive, and they've successfully bargained for their health benefits to include DENTAL and VISION coverage. While the Organizing Committee of the GEO at UMB can (and did) propose 100% coverage and reimbursement, the University has no reason to correct this double standard unless you, graduate employee, join the campaign.

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1/2time \$890
1/4 time \$445

8. ARTICLE XVII - DURATION

17.01

This Agreement shall remain in full force and effect until midnight June 30, 2017, and items contained herein shall become effective on the date of its execution by the parties unless otherwise specified in this Agreement.

17.02

Should a successor Agreement not be executed by June 30, 2017, this Agreement shall remain in full force and effect until a successor Agreement is executed or an impasse is reached. At the written request of either party, negotiations for a subsequent Agreement will be commenced on or after January 1, 2017.

Signatures

What do you want to see in the next contract? Talk to your steward, talk to each other, talk to your union. Make the administration listen.

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For the Union

For the University of Massachusetts-Boston

Date _____

Date _____

While they sometimes sit on the other side of the bargaining table, the GEO would like to express our thanks to the Office of Graduate Studies specifically for the work of Paul Mullane and Jim Halloran. Their dedication to supporting the work of graduate assistants deserves to be commended.

How I Used My SSF \$: Women in Psych. Conference

by Emily Wheeler

I am a doctoral student in Counseling Psychology and just received funding from the Scholarly Support Fund to travel to the Association of Women in Psychology's annual conference, which was held in San Francisco, CA in March 2015.

I was honored to present a paper that I co-authored with my advisor, Lisa Cosgrove, which was awarded the Association's Distinguished Publication Award at the conference. The paper, "Industry's Colonization of Psychiatry: Ethical and Practical Implications of Financial Conflicts of Interest in the DSM-5," was published in the journal *Feminism & Psychology* in 2013 and used feminist and critical theories to analyze the role of conflicts of

interest in the creation of diagnostic guidelines. Presenting the paper at the conference was an opportunity to connect with other feminist scholars in psychology who publish in this area, and it was particularly valuable to be able to attend the conference with my advisor and meet several of her colleagues in the field.

I have attended this conference in previous years and am thankful that I can continue to build connections both with other attendees and the Association, given my strong interest in feminist psychology. Finally, presenting the paper was, as always, needed practice of presentation skills since I intend to continue pursuing research after I finish my degree. The SSF funding provided

wonderful support for getting me to the conference and allowing me to have such a great experience there.

If you or a dues-paying graduate employee that you know would like to receive funding to attend or present at a conference in the future, visit <http://geoumb.org/scholarly-support-fund> to review the eligibility requirements or download a Scholarly Support Fund application to submit to the GEO. As always, email us at geo@umb.edu with any questions about funding opportunities (and any other work-related issues).

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About the Authors & Editors

Anneta Argyres is Vice President of the Professional Staff Union (PSU) and the Labor Extension Program Director at UMass Boston.

Evrin Baskaraagac is an MA candidate in Conflict Resolution and a member of the GEO Organizing Committee.

Lewis Feuer is an MFA candidate in the Creative Writing Program and a member of the GEO Organizing Committee.

Andjela Kaur is a doctoral candidate in School of Global Inclusion and Social Development.

Kendra Knauf is an MS candidate in the Mental Health Counseling (MHC) Program.

Alyssa Mazzearella is an MFA candidate in the Creative Writing Program and a research assistant for the UMass Boston Labor Resource Center.

Pranav Pratap Singh is an MBA candidate in the College of Management and a member of the GEO Organizing Committee.

August Smith is an MFA candidate in the Creative Writing Program and a member of the GEO Organizing Committee.

Emily Wheeler is a doctoral candidate in the Counseling and School Psychology Program.

Joy Winkler is an MSPA candidate in the International Relations Program and a member of the GEO Organizing Committee.

Contact or Visit Us

UMB GEO / UAW 1596 • Kathy Melish, President
geo@umb.edu • 617.287.3109 • geoumb.org
UMass Boston • 100 Morrissey Blvd. • Quinn 02-081 • Boston, MA 02125