



About PSU

Ferd Wulkan, PSU Staff Organizer

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PSU is a “local” in the MTA



MASSACHUSETTS TEACHERS ASSOCIATION (MTA)

~110,000 members

K-12 teachers and support professionals

Higher education faculty and staff

PSU Amherst/Boston

Amherst (~1400 members)

Boston (~645 members)

How is the PSU structured?



Amherst Officers:

Co-chair

Co-chair

Grievance Officer

Treasurer

Recording Secretary

Boston Officers:

President

Vice-President

Grievance Officer

Treasurer

JEC (JOINT EXECUTIVE COUNCIL)

PSU Staff:

Finance Manager

Office Manager

Database Manager

Organizer (Amherst)

Organizer (Amherst)

Organizer (Boston)

MTA Field Rep



How is PSU Amherst structured?

CHAPTER BOARD (11 members)

Executive Committee
(Officers):
Co-chair
Co-chair
Grievance Officer
Treasurer
Recording Secretary

Member-
ship

Commun-
ications

SAP

Committee
Chairs

Org/Ed

Unit B

Delegate
Council

DELEGATE COUNCIL

(1 delegate for every 15-25 members =
~65 delegates)

PSU AMHERST (~1,400)



Nominations & Elections Process

Sam Anderson, Nominations & Elections Committee Chair

sam.anderson@umass.edu

Nominations & Elections Process



All dues-paying PSU members are eligible to vote and to be candidates.

Terms start July 1 and run for 3 years.

Newly-elected officers begin attending meetings with incumbents on April 1.

Nominations & Elections Process (cont'd)



Nominations due Wednesday, March 10 at noon via form:

<https://forms.gle/Q1AU6Ua6fxwFrg2m8>

Candidate statements and confirmations due by Wednesday, March 17, noon.

Candidates statements emailed to members by Friday, March 19.

Officer elections conducted via secure online voting from Monday, March 22 - Friday March 26.



PSU Co-Chairs

Risa Silverman & Brad Turner, PSU Co-Chairs

risa@schoolph.umass.edu

brad.turner@umass.edu

Shared Responsibilities



- **The roles of leading and representing PSU are the primary responsibility, tasks, and goals of the co-chairs.**
- **The co-chairs will act as leaders and spokespersons, and will guide PSU, while fiercely guarding, protecting, and promoting PSU.**
- **This is a shared role with a lot of overlap. It is up to the individuals holding these offices to determine who will do what, and when it is necessary to share, to divide, to collaborate, or to delegate.**

Shared Responsibilities



1. Communicate regularly with members, Chapter Board, JEC, Delegate Council, and staff.
2. Support members with quick responses to (direct, phone or email) inquiries.
3. At least one co-chair must serve on the Unit A contract negotiating team, and one on Unit B bargaining team; enforce both contracts.
4. Call regular Chapter board meetings, requesting union release time as needed.
5. Organize and attend multiple monthly Labor-Management Committee meetings, and impact and decisional bargaining meetings (two hours plus prep).
6. Attend UMass administration-organized committees and working groups, including the Workplace Education Committee and the Workplace Climate, and Anti-Bullying Board.
7. Attend member representational and grievance meetings with Grievance Officer, Stewards, and PSU staff, as needed.
8. Signatory responsibility to PSU on contracts, agreements, waivers, and other documents.

Shared Responsibilities (cont'd)



9. Financial responsibilities to PSU, such as holding credit cards; purchasing and approving purchases; reviewing and signing checks.
10. Serve as JEC President on an alternating annual basis with UMass Boston.
11. Supervise office staff.
12. Represent PSU Amherst Chapter at labor boards, coalitions, etc. both on and off campus.
13. Attend monthly MTA Higher Education Leadership Committee (HELIC) meetings.
14. One co-chair must chair Chapter Board meetings.
15. Member of the Chapter Board, which oversees and makes decisions about the Amherst chapter (Chapter Board meets two hours per month).
16. Member of the JEC, which oversees and makes decisions about the PSU Amherst-Boston local (JEC meets three hours per month).

Thoughts & Reflections...





Grievance Officer

Robert McDowell, Grievance Officer

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Grievance Officer



- Grievance Officer works closely with Co Chairs, MTA Field rep, PSU organizers, grievance stewards network, Labor Relations, HR Business Partners, and to a lesser extent JEC and chapter board to enforce members contractual rights, mitigate conflict, and negotiate solutions to any number of events that impact work: workload, work relationships, personal issues, health concerns, childcare, etc.
- G O maintains a comprehensive agenda of unresolved issues, chairs the monthly Labor Relations meeting, and prepares the agenda.
- G O maintains case files in an organized manner and utilizes them as a resource, and reference in subsequent cases.
- G O helps negotiate agreements on behalf of individuals, groups, or entire unit.
- G O attends all CB and JEC meetings.

Grievance Officer Duties



Consultation with members

- Reply to phone calls and email inquiries or delegate to stewards.

Attend Investigations:

- Insubordination. (Unprofessional behavior)
- Performance. (Unsatisfactory performance addressed unsuccessfully through PMP)
- Discrimination charge. (Bullying complaint, EO&D investigations)

Grievance Officer Duties (cont'd)



File Grievances and attend Grievance Hearings:

- PMP violation (performance judged unsatisfactory without proper supervisory feedback, lack of detail, Lack of improvement plan)
- Denial of additional Compensation/ flexible schedule/ on call /denial of other reasonable accommodations.
- Due process violation (Notice of Discipline without a fair and impartial investigation, severity or fairness of discipline for minor violation)
- Hiring process
- Wrongful termination



Grievance Officer Duties (cont'd)

- **Negotiation on behalf of individuals**
 - Voluntary Transfer of individuals (broken relationship)
 - Climate concerns (entire dept or Group)
 - Severance agreements
 - Basic Salary equity, back pay.
 - Layoff consultation
 - Involuntary transfer consultation

Grievance Officer (final thoughts)



- **G O requires ...**
 - time commitment
 - Organization
 - sense of fair play
 - legal/logical mind
- **As well as a belief that how an organization behaves towards rank and file is the true reflection of its quality.**
- **This position is high profile, difficult, and very rewarding!**



Treasurer

Matt Becker, Treasurer

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Treasurer



1. Oversee that funds budgeted by the JEC for the PSU Amherst Chapter are monitored.
2. Manage disbursement of funds in accordance with the budget per Chapter-defined policies and procedures with concurrence of the Chapter Board and consistent with all applicable laws.
3. May develop and chair a Chapter Finance Committee which organizes and monitors Chapter budget development and adherence.
4. May be elected Treasurer of the JEC.



Treasurer (cont'd)

5. Member of the Chapter Board, which oversees and makes decisions about the Amherst chapter (Chapter Board meets two hours per month).
6. Member of the JEC, which oversees and makes decisions about the PSU Amherst-Boston local (JEC meets three hours per month).
7. May work with the Amherst-based PSU Financial Director on various issues, such as resolving account issues.
8. Helps PSU Financial Director develop the PSU annual budget.



Recording Secretary

Jennifer Page, Recording Secretary

jpage@cs.umass.edu

Recording Secretary



- 1) Keep accurate minutes of all meetings of the Chapter Board, Executive Committee, and general membership meetings.
- 2) Distribute approved minutes according to established policy.
- 3) Maintain official files in a secure environment with staff help.
- 4) Member of the Chapter Board, which oversees and makes decisions about the Amherst chapter (Chapter Board meets two hours per month).
- 5) Member of the JEC, which oversees and makes decisions about the PSU Amherst-Boston local (JEC meets three hours per month).



Other ways to get involved

Andrew Gorry, Communications Chair

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Be a Delegate!



- There are 60 delegate positions for PSU Amherst
 - Check your work area at umass.edu/psumta/amherst-delegate-council to see if there's a vacancy!
 - If not, contact a delegate from your area and ask if you can shadow them
- Act as the “face of the union,” keeping members in your area updated and helping to answer questions
- Provide a “middle layer” of leadership based on two-way communication between leadership and rank-and-file
- And elect committee chairs ...
 - With five positions to the PSU Amherst chapter board

Join a Committee!



- Communications
- Nomination and Elections
- Membership
- Organization/Education
- Salary Administration Program
- Unit B*
- CORE
- Campaign Committee (multi-union)



Learn more:

Get details, contact info for delegates & committees at
umass.edu/psumta/get-involved

Social media:

facebook.com/psumta

twitter.com/psumta