



Massachusetts Society of Professors Lowell

Representing Faculty and Librarians on the UMass Lowell Campus

MSP NEWSLETTER

Fall 2026

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MSP President's Platform

Kelly Socia, Professor

As the fall semester begins, MSP Lowell is entering an important year of preparation, advocacy, and collective action. Over the summer, the Core Bargaining Team (CBT) began preparing for the next round of contract negotiations, the Executive Board held a strategic retreat to identify priorities for the coming year, and MSP members made an excellent showing at the MTA annual meeting in July. These efforts reflect our commitment to ensuring that the union is prepared, informed, and responsive to the needs of faculty.

We also successfully conducted another annual faculty survey regarding administrators and deans. The survey provided each college with quantitative data and actionable recommendations for improving relationships, communication, and leadership between deans and faculty. This information gives faculty an important evidence-based tool for evaluating working conditions and advocating for meaningful improvements in college-level administration, and prior surveys have provided notable changes in Deans' operations (and at times, personnel).

An important initiative that began at the end of the spring semester continued throughout the summer: In collaboration with the Faculty Senate, MSP successfully pushed back against unilateral changes to faculty RIF accounts brought forward by the administration. As a result, a faculty committee met over the summer under the leadership of MSP Board Member Tim Cook. The committee recently released recommendations concerning any potential changes to the RIF return rates, as well as documenting the current weaknesses in research support for faculty at UMass Lowell. The report provides clear guidelines and expectations for improvements that must be made before any permanent changes to RIF return rates can be justified. MSP will continue to advocate for these recommendations and for the research support faculty rightfully deserve from an R1 institution, which to date has been lacking.

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At the same time, contract enforcement remains a central responsibility of the union. We have recently filed grievances concerning the administration's obligation to provide summer pay for summer work, including work involving expedited promotion and tenure reviews. We are also working to ensure that faculty receive clear information about the changes in the last contract, particularly those concerning the formation, operation, and increased authority of Department Personnel Committees over faculty workload decisions. Just as faculty must understand their rights and responsibilities, the administration must implement the contract faithfully and consistently.

This year's work will once again involve more than the MSP Board alone. The elected CBT, led by myself and Grievance Officer Ed Hajduk, will continue preparing for negotiations and seeking faculty input on bargaining priorities. As part of this, CBT members will attempt to visit a faculty meeting from every department to gather this input. The Contract Action Team (CAT), led by Vice President Adam St. Jean, will coordinate opportunities for members to participate in collective action both on campus and across the Commonwealth. Increased opportunities for faculty involvement in union events and activities will be a major priority, along with continued transparency and regular communication. To that end, the MSP is working on developing a redesigned website that will be more user friendly and informative (and isn't hosted by UMass Lowell).

Several specific forms of participation will be especially important: Please pay close attention to union announcements and respond to polls and surveys related to contract negotiations and other important issues. Attend membership meetings and other union events and consider joining a committee so that your experiences and perspectives can inform the work of the organization. The union is strongest when its decisions reflect broad participation rather than the efforts of the Executive Board alone. Also, if you ever have a question about the union, the contract, or anything else, please feel free to reach out to me or any other MSP Board Member.

A major statewide effort this fall will involve the multi-union campaign concerning the Governor's salary parameters. These parameters determine the actual salary raises that public employees receive during the contract period. This campaign will require action beyond the Lowell campus, and VP Adam St. Jean will be providing more information as opportunities develop around this campaign.

Once negotiations with the administration begin, faculty can also participate as Silent Bargaining Representatives (SBRs). This role can be performed remotely and generally requires only a few hours every couple of weeks. It is an excellent way to learn more about how the union negotiates our contract and see how the administration responds to reasonable union demands, while also demonstrating to the administration that faculty are informed, organized, and invested in the bargaining process.

The year ahead will bring challenges, but also offers opportunities. Through preparation, evidence-based advocacy, contract enforcement, and active member participation, MSP can continue building a stronger, effective, and more transparent union. I encourage every faculty member to stay informed, share your perspective, attend union events, and consider one concrete way to become involved.

In solidarity,
Kelly Socia, President, MSP Lowell
president@msplowell.org

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The Advocate's Angle: MSP VP

Adam St. Jean, Teaching Professor

If last year was about building the infrastructure for a stronger union, this year is about putting that infrastructure to work.

We have built a lot of momentum since the spring. Our first Annual Business Meeting brought members together not simply to hear reports, but to weigh in on the 2026–27 MSP budget and share priorities for both bargaining and our broader union work. Those conversations helped guide the Executive Board's August retreat and the priorities we're carrying into this academic year.

We also had record MSP participation at both the MTA Annual Meeting and MTA Summer Conference. And we had a blast! Members learned organizing and union skills, built community with one another, and connected with union siblings from across Massachusetts. Those experiences matter. Every member who develops new skills, builds a new relationship, or comes home with a new organizing idea makes MSP stronger.

Now we need to turn that growing participation into **power**.

This fall, the organizing side of MSP has two big priorities: building our **Contract Action Team** and joining a major statewide campaign for **Fair Wages Now**.

Your union needs you: Join the CAT

As we prepare for our next round of bargaining, you'll hear about two teams with different but complementary jobs. Our Core Bargaining Team (CBT) develops proposals, plans bargaining strategy, and represents us at the table. The **Contract Action Team (CAT)** builds the member organization and our collective power. Good proposals alone don't win good contracts, **organized members do**.

The CAT will help us talk with members across departments, identify the issues people are ready to organize around, strengthen communication networks, plan actions, and steadily build participation as bargaining progresses. We don't want a union where members are simply asked to show up when leadership needs something. We want members involved in developing the strategy and building the organization that can win.

There will be different ways to participate. We're building a core CAT for members who want to help develop organizing strategy and meet regularly, alongside a broader network for members who want to contribute to projects and actions. There is room here whether you have substantial time to give or just want to take your first step into union activity.

And this fall, we have a huge opportunity to start building that organizing muscle.

Fair Wages Now!

Across Massachusetts public higher education, workers from community colleges, state universities, and the UMass system are organizing around a straightforward demand: **It's time for 30% raises**.

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The Fair Wages Now campaign connects wages to something larger than our individual paychecks. Lagging wages leave positions vacant, increase workloads for those who remain, and threaten our ability to provide the high-quality higher education our students deserve. The campaign is calling for equitable, thriving wages for the people who make our public higher education system work.

Winning something on this scale is going to take organizing on a scale to match.

Here at Lowell, we need to build an MSP team that can develop and execute our part of this campaign in coordination with the CAT, MTA locals across Massachusetts, and other state-worker unions. And we need members who are ready to help.

The campaign will build throughout the fall, with three major opportunities to demonstrate and grow our collective power:

1. **September:** MSP membership endorsement of the Fair Wages Now campaign.
2. **October:** Informational standouts and organizing on campus.
3. **November 20:** A major union action at the State House bringing public higher education workers together from across Massachusetts.
4. **Ready to commit? Sign up for the [November 20th action here](#).**

The November action is important, but the organizing we do *before* November 20 matters just as much. Every conversation with a colleague, every new member who gets involved, every department we organize, and every person who takes on a small piece of this campaign leaves us stronger for the next action—and ultimately for bargaining.

That's the larger opportunity in front of us. **Fair Wages Now isn't separate from building bargaining power at Lowell. It is part of how we build it.**

We have spent the last few years creating more opportunities for members to participate in their union. Now we have an opportunity to turn participation into organization, organization into action, and action into power.

So, my challenge to every MSP member this fall is simple: **pick one way to get involved.** Join the CAT. Help organize Fair Wages Now. Become a Silent Bargaining Representative. Join a committee. Talk to your colleagues. Come to an action. You don't have to do everything, but our union becomes dramatically stronger when more of us do *something*.

Tell us how you'd like to get involved:

If you're interested in helping build the Fair Wages Now campaign at Lowell, reach out to vp@msplowell.org and operations@msplowell.org

We have ambitious goals ahead of us. Achieving them won't depend just on what happens at the bargaining table. It depends on what we build together away from it. **Let's build the power to win!**

In solidarity,

Adam St. Jean, Vice President, MSP Lowell

vp@msplowell.org

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The Grievance Guide

Edward Hajduk, Teaching Professor

Since the last MSP newsletter, the MSP Grievance Team (consisting of the Grievance Committee, our MTA Representative Katie D’Urso, and your friendly campus Grievance Officer) has answered dozens of contract questions from faculty, successfully enforced faculty rights through the grievance process, and represented faculty in investigatory meetings with the Administration. This academic year, one of the goals of the MSP Grievance Team is to educate our membership on key contract issues, such as workload and Department Personnel Committees, through the new MSP website when it is launched.

Speaking of representing faculty, if you are asked to attend a meeting with the Administration and you reasonably believe that meeting could lead to discipline, you are entitled to union representation. Your right to request union representation during an investigatory interview are part of what are collectively known as your Weingarten Rights. And there is a key caveat: you need to request your union representation. The Administration is under no obligation to let you know you are entitled to it. The MSP Grievance Team is happy to send a member to assist you in these meetings, should they occur.

Finally, I would like to remind you that a grievance is defined by the contract as “*a complaint by a member or members of the Unit (or by the MSP) brought during the term of this Agreement that an express provision of this Agreement, has been violated, misinterpreted, or improperly applied in its application to the grievant, the grievant, and/or the MSP.*” It is a way of communicating that there is a problem that needs to be addressed. Filing a grievance is a communication process and does not need to be adversarial.

Should you need the Grievance Team, please contact us at Grievance@MSPLowell.org, me directly at Edward_Hajduk@uml.edu, or stop by my office in Shah Hall Room 210H. We are happy to assist you in contract interpretation, and if necessary, go thru the grievance process to assist you in getting your problem resolved.

**In Solidarity,
Ed Hajduk, Grievance Officer, MSP Lowell**

The Treasurer’s Ledger

Johanna Choo, Associate Teaching Professor

Dear Colleagues,

This fall, MSP welcomed 22 new full-time faculty members to our union, bringing our total unit membership to 577 members, including 515 dues-paying members (89.25% participation). Thank you for your continued support of our union. For Fiscal Year (FY) 2025–2026, MSP annual membership dues are \$1,166, consisting of:

- \$336 in local dues for MSP Lowell
- \$830 for our affiliate memberships in the Massachusetts Teachers Association (MTA) and National Education Association (NEA)

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Union dues are collected over nine months at \$129.55 per pay period. Your MSP membership dues appear on your paycheck under “After Tax Deductions” and are listed as “Low MSP-Dues.”

Membership Cards

Over Labor Day weekend, I received my MTA/NEA membership card in the mail. If you pay union dues but have not received your membership card, you may need to update your home mailing address. You can update your information by registering at www.MyNEA360.org and select “My Profile” or call MTA Membership at 855-336-0220 or email membership@massteachers.org.

Your Union Membership Matters

Union membership comes with many important benefits, including the right to vote for union leaders at MSP Lowell, MTA, and NEA, as well as the right to vote to ratify our contract following bargaining. Our MTA and NEA affiliations also provide members with a wide range of additional resources, discounts, and benefits. I would like to highlight one benefit that may be unfamiliar to many members: **professional liability protection**.

Dues-paying members receive, at no additional cost, coverage through the NEA’s [Education Employment Liability Program](#). This coverage can provide protection for educators facing certain claims arising from their professional duties, including situations in which a student or parent brings a lawsuit against an educator. This is an important benefit of union membership that many members may not realize they have. You can read more about the professional liability coverage in this [article](#). Thank you for being a member and for supporting the strength of our union.

Sincerely,

Johanna Choo, Treasurer MSP Lowell

treasurer@msplowell.org

From the Field

Katie D’Urso Esq., MTA Field Representative

Hi Everyone,

Many of you already know that being a member of the MSP/MTA/NEA allows you to build solidarity with your co-workers to achieve improved wages and working conditions, provides you with the contractual basis to resolve individual and group grievances, and gives you access to legal representation from the best labor lawyers in Massachusetts. But you may not know that union membership also entitles you to all the advantages of **MTA Benefits**: <https://www.mtabenefits.com/> MTA Benefits offers discounted insurance, travel, retail, and entertainment. Give it a look when you have a chance! If you have any questions, please feel free to reach out to me.

Katie Durso

MTA Field Representative/Organizer

kdurso@massteacher.org

Contract Spotlight

John J. Brown, Clinal Associate Professor

How are Faculty Teaching Assignments Being Made?

If you ever wonder how your teaching assignment is made—or should be made, we at MSP have some information for you. Teaching assignments are explicitly covered in the union contract, which is otherwise known as the CBA (collectively bargained agreement). According to the contract, faculty teaching assignment decisions should be made “*at the department level.*” Not in the dean’s office and not by other university officials unless there is good reason. That includes decisions about which courses you teach, course enrollment maximums, and other related departmental scheduling actions. The college dean or provost can only insert themselves in this process for good reasons and they must provide those reasons in writing to the chair and to you, the faculty member. The contract explicitly states that course assignments and course schedules will be determined *within your department*, with consideration of the following factors: seniority (most particularly in specialty courses), qualification, skill and ability of instructional personnel, equity, hardship, and the overall academic needs of the department. That seems straightforward, right? I think so. But! The application of this language has not always been straightforward.

A Hypothetical Case

Now, imagine that your department offers more courses than full time faculty can collectively teach, which is true for some departments here on campus, so you requested a particular overload course for this semester that no full-time faculty member in the department has been assigned, one that you are qualified to teach and have taught before successfully. You made the request in writing to your department chair months before the start of the semester. But you did not hear back from your department chair and were not assigned to teach the course.

As the semester starts, you learn that the course was assigned to a part-time faculty member who has never taught the course before and is not as qualified as you are to teach the course. Does this serve the best interests of UML students? Is it in the best interests of the program? The university? Does this follow the contract language on teaching assignments? As a full-time faculty member do you have any special right to teach this course as an overload for which you would have earned a stipend of \$9,412.24 from GPS?

The Best Interests of UML Students

Obviously, this decision does not serve the best interests of UML students. To have a less experienced, less qualified instructor teaching their classes does not serve their educational needs. It is also not in the best interests of the program nor the university. And, as a full-time faculty member you do have more of a contractual right to teach this course than an adjunct professor.

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Faculty Rights and Privileges

Under the *Faculty Rights and Privileges* section of the CBA, between the UMass Board of Trustees and MSP Lowell (Article XVI Part 1 Section B.4) the contract reads:

“Resident Unit members are *entitled* to teach one course per semester during the academic year in GPS programs without restriction as to notice to or requirement of special approval by the Department Chair, as such faculty members may successfully obtain such teaching.” In addition, also under the Faculty Rights and Privileges section of the CBA (Article XVI Part 1 Section B.4) the contract clearly states that:

“Teaching of GPS courses at the University of Massachusetts Lowell is subject to the needs of University GPS programs, the best interests of the University, and the qualifications of the individual unit member; but within these considerations, resident unit members ***shall receive staffing preference*** over nonresident instructional personnel in making teaching assignments for available University GPS courses for which they are qualified.”

Your rights stem firmly from that last sentence, “. . . resident unit members shall receive *staffing preference over nonresident instructional personnel* in making teaching assignments for available university GPS courses for which they are qualified.” Adjunct professors are nonresident, part-time instructional personnel, and you are a “resident unit member,” so you have the right of first refusal for such a course. And if you requested to be assigned a GPS course and an adjunct professor was assigned to it instead, your contractual rights were violated.

Under section G regarding Workload in the contract, subsection one states that assignments for individual teaching loads shall be made by the department chair in consultation with the department personnel committee and subject to the approval of the college dean. Should the dean not approve the assignment, the dean shall provide their written decision to the chair and affected faculty member. The dean shall not unreasonably deny the assignment of the chair. In the process of assigning individual workloads, the department personnel committee, the department chair, and the college dean will consider the nature of the sections to be taught; the size of the sections; the number of course preparations; the consequences, if any, of unusually advanced graduate or difficult teaching duties; other assigned duties of the faculty member; the academic role of the individual department and the institutional research plans of the individual faculty member... Final decisions will be shared with the department chair, department personnel committee, and the affected faculty member.

This hypothetical case may include several contract violations. In this case, the dean made this decision without providing their written decision to you as the faculty member. Also, you did not receive staffing preference over nonresident instructional personnel. And your qualifications, experience and expertise make you a better candidate for instructing this course.

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What if You are Qualified to Teach Two GPS Courses?

If you are qualified to teach two GPS courses as overload in a semester which you discover adjunct faculty are teaching, the contract also has specific and unambiguous language for this situation as well. It states, that in given academic year, resident unit members also may be permitted to teach a third course in GPS, subject to the approval of their department chair with notice to the college dean, and may be permitted to teach a fourth course, subject to the approval of the dean of the college and the provost. Simply because a dean or provost must approve the assignment of a third or fourth overload course for you, does not mean that you no longer have the right to teach these courses before an adjunct professor. Your right to staffing preference remains.

This Scenario is Not Purely Hypothetical.

This exact situation has occurred and MSP Lowell has only been able to address this type of violation when faculty have informed us it is happening. Unfortunately, faculty frequently don't know this is happening. But some chairs have known this is happening and DPC chairs and members who are affected have a right to know. The DPCs and Chairs are meant to discuss these scheduling decisions with consideration for contractual staffing preferences of resident faculty members, the relative qualifications of those available to teach it, the needs of the program, and the best interests of the University.

So, what are faculty to do, if their chair, dean or another member of the university management team assigns a course to an adjunct faculty member—one that you are qualified to teach and that you requested? Recently, a full-time, senior faculty member—a full professor— who had developed/designed the online curriculum for two GPS courses, had previously taught them, has direct expertise with their content and teaches regularly in the graduate programs for which these two courses are requirements, was not assigned these courses after requesting them. Instead, a nonresident, part-time adjunct professor, who has no experience teaching either of these two courses nor expertise in the content of the courses, was assigned to teach them instead. That is a contract violation. MSP intervened, and the course was reassigned to a member of the full time resident faculty of that department.

Determined Within the Department

Article XVI of the CBA states that course assignments and schedules are supposed to be determined *within the department*, considering seniority, qualifications, skill and ability, equity, hardship, and the overall academic needs of the department. Elsewhere in the contract, Article XVI says workloads are assigned at the department level by the Chair *in consultation with appropriate members and committees of the department*, and that individual teaching assignments are made in consultation with department members and appropriate faculty committees. MSP is investigating whether *appropriate members and committees of the department* were consulted in this decision. As well as what departmental consultation process was used to make these assignments, who participated in this decision and what criteria were considered.

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The 33% Limit

Correspondence between MSP representatives and the department chair over this issue, revealed that the dean's reason for this decision was related to Board of Trustees Policy (BOT) Policy [T01-012](#) regarding Additional Faculty Compensation. The dean stated that the full-time faculty member was denied this additional overload teaching because Policy [T01-012](#) does not allow faculty to earn more than 33% of their base salary as additional compensation. The BOT policy ([T01-012](#)) is known to most of us as the 33% limit rule. Here's the issue, It states that any faculty member who exceeds 33% of their base annual salary as additional compensation needs *approval of the Provost and the concurrence of the Chancellor to continue to receive additional compensation more than 33 percent of the base annual salary*. So, all that was needed was that approval, but the dean apparently decided to hire an adjunct faculty member instead of seeking that approval. Since the university policy allows the 33% rule to be waived by the provost and chancellor, why wasn't it? In this case, waiving the rule would have meant that a more qualified member would be teaching the course, the program needs would be met, and the contract would be upheld. This BOT policy should not be used as an excuse for the management to deny overloads to faculty.

The 33% rule is not in the BOT/ MSP contract. In addition, Massachusetts Law demonstrates that when contract language and university policy are in conflict, the contract is to be followed.

What Should We Do If We Suspect This Has Happened To Us?

It is critical for faculty to contact their union representative or MSP Grievance Officer Edward Hajduk, at Grievance@msplowell.org or 978.934.2621 as soon as you learn that something like this may have occurred. This doesn't necessarily mean that you will be filing a grievance. You are simply informing MSP of what you know, so that this can be investigated in a timely manner. We are a stronger union if we know what is going on, especially with regards to actions taken in relation to the contract.

In Solidarity,

John J. Brown, MSP Lowell, Department of Education

Member Education and Engagement Thread (MEET)

This section aims to connect members through education, engagement, and collective strength.

Membership & Communication Committee Update

Aaron Smith-Walter, Professor

Greetings all! As Chair of the MSP's Membership & Communication Committee, I wanted to take the opportunity to let members know about two new developments in our ongoing effort to make information and involvement in the union easier. Our hope is that these initial steps will grow in scale and scope, with more features and content as we move through the year .

First, we have launched a new Facebook page; please give us a follow here:

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<https://www.facebook.com/profile.php?id=61593174782326> or <https://tinyurl.com/MSPLowellFB>

We plan to use this page to connect members with each other, keep them apprised of current events, and help to raise the profile of the MSP in the public eye.

We have also launched a new website, <http://msplowell.org> to keep members informed about the efforts and activities of MSP Lowell, host the current contract text, provide contact information for MSP officers, and archive meeting minutes. It is still a work in progress, but we'd love to have you check it out and let us know what you'd like to see appear there.

We would also love to have any members who have experience with social media and/or web design join the Membership & Communications Committee to assist with these initiatives. So, if you are interested, please contact me at aaronsmithwalter@gmail.com and I can get you plugged in!

In Solidarity,

Aaron Smith-Walter, MSP Membership & Communication Committee

Research Incentive Funds Update

Tim Cook, Professor

Faculty have recently sought input on proposed changes to Research Incentive Funds (RIF). Last spring the University administration proposed changes to Principal Investigator Research Incentive Funds (PI RIF), in part to support infrastructure improvements and other institutional priorities. In response, the Faculty Senate, and the Massachusetts Society of Professors (MSP), expressed concerns regarding the proposal through a joint resolution. Together, we established a committee to carefully evaluate its potential impacts on faculty and research activities. Throughout the summer, the MSP and Faculty Senate RIF Committee reviewed the administration's proposal, gathered information, and developed an interim report outlining its findings and recommendations. The committee is now seeking feedback from the broader faculty community before preparing its final report for submission to the MSP and the Faculty Senate.

Faculty members are encouraged to review the interim report and provide their comments and perspectives through the committee's online feedback form at: <https://tinyurl.com/LowellRIF>. Input from colleagues across the university will help ensure that the final recommendations accurately reflect faculty concerns and priorities regarding the future of PI RIF policies. The committee appreciates the time and thoughtful feedback of all participants and looks forward to incorporating faculty input into its final report.

Submitted by Tim Cook, MSP, and Faculty Senate RIF Committee.

The Check in the Mail. Know Who Is Behind the Mailings

Patricia A. MacCulloch Clinical Associate Professor

Members may recently have received mailings from the Freedom Foundation encouraging public employees to leave their unions, along with a fake check. Although these materials may appear to offer neutral financial information, the organization openly identifies public-sector unions as its primary target (Freedom Foundation, n.d.-a).

The Freedom Foundation is a nonprofit organization headquartered in Olympia, Washington. Founded in 1991 as the Evergreen Freedom Foundation, it is recognized by the Internal Revenue Service (IRS) as a 501(c)(3) organization (ProPublica, n.d.). Its stated mission is to promote free markets and limited government by challenging public-sector unions. The organization describes public-sector unions as an obstacle to those objectives and promotes individual decisions to withdraw from union membership (Freedom Foundation, n.d.-a).

The organization is led by Chief Executive Officer Aaron Withe. According to the Freedom Foundation's most recent publicly available IRS filing, the organization reported more than \$21.2 million in contributions in 2024—approximately 99% of its total revenue. The filing reported no program-service revenue and did not identify government funding as a revenue category (ProPublica, n.d.). Because individual donor information is generally not publicly disclosed in nonprofit tax filings, the specific donors supporting the organization cannot be determined from the available filing. The records do show that the organization is primarily supported by private contributions.

The Freedom Foundation's own public materials state that its work includes education, litigation, legislation, and community organizing intended to ***reduce public-sector union membership and union revenue*** (Freedom Foundation, n.d.-a). In a December 2025 announcement, the organization claimed responsibility for helping 50,000 public employees opt out of union membership and calculated that those opt-outs represented approximately \$47.5 million in lost annual union dues (Freedom Foundation, 2025). These statements provide direct evidence that weakening public-sector unions is not incidental to the organization's work; it is central to its stated strategy.

As we approach our next bargaining season, this is an important time to remember the value of membership. Collective bargaining depends on collective participation. Our union gives faculty a shared voice in negotiations, supports fair compensation and working conditions, protects professional interests, and strengthens our ability to advocate effectively. Every member has the right to make an individual decision about union membership. At the same time, I encourage all members to consider what is at stake when outside organizations work to divide us. We are strongest when we are informed, engaged, and united in solidarity. Together, we have a stronger voice—and together, we are stronger.

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References

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#StrongerTogether

Patty MacCulloch,

MSP Lowell, Zuckerberg College of Health Sciences Representative

Important Links and Contacts

The Collective Bargaining Agreement (CBA) and recent Memorandum of Understanding:
<https://msplowell.org/contract/>

Questions about the CBA?

Please contact your union representative: <https://sites.uml.edu/msp/about/officers-board-members/> ...and/or Edward Hajduk, Grievance Officer, at Edward_Hajduk@uml.edu or 978.934.2621

Connect With MSP on Facebook!

Stay connected with the Massachusetts Society of Professors (MSP) by following our Facebook page. The page provides updates about union activities, member resources, bargaining, advocacy, and opportunities to remain engaged with colleagues. Please follow and share the page with fellow MSP members so we can strengthen communication, participation, and solidarity across our union.

The link to the MSP Facebook page is: <https://tinyurl.com/MSPLowellFB>

New MSP Lowell Website:

We will be continuing to develop and update our new website, available here: <http://msplowell.org>

MTA Benefits:

A listing of all of the benefits available to MTA members is here: <https://www.mtabenefits.com/>

RIF Subcommittee Report

View the RIF Subcommittee's interim report and provide feedback: <https://tinyurl.com/LowellRIF>

MSP's Core Bargaining Team

MSP Lowell's Core Bargaining Team (CBT) has already begun preparing for the next round of negotiations with the administration. The team will continue meeting throughout the semester to develop priorities, review member concerns, and ensure that we are well-positioned heading into bargaining.

The CBT is responsible for representing faculty interests at the bargaining table, and its work is grounded in a commitment to accurately and faithfully reflect the perspectives of MSP members. Similar to the last bargaining cycle, this will be an active and intensive process over the coming year, requiring both careful preparation and ongoing engagement with faculty across campus.

To support that engagement, CBT members and MSP College Representatives will be visiting department meetings throughout the Fall and Spring semesters to hear directly from faculty about their experiences, concerns, and priorities. These conversations will play an important role in shaping bargaining proposals and ensuring that a wide range of perspectives informs the process.

There will also be multiple opportunities for members to participate more directly. These include attending listening sessions, responding to surveys, and opportunities to serve as a Silent Bargaining Representative. In addition, the Contract Action Team (CAT), led by MSP Vice President Adam St. Jean, will coordinate broader member involvement, help ensure that faculty voices remain central throughout negotiations, and hold the administration accountable for faithfully bargaining throughout the process.

The Core Bargaining Team

1. Kelly Socia, Professor, FAHSS (CBT Chair)
2. Ed Hajduk, Teaching Professor, Francis College of Engineering (CBT Vice Chair)
3. Michael Ciuchta, Professor, Manning College of Business
4. Caitlin Morris, Assistant Teaching Professor, Francis College of Engineering
5. Jason Rydberg, Associate Professor, FAHSS
6. Natalie Steinel, Associate Professor, Kennedy College of Sciences
7. Janet Welby, Associate Teaching Professor, FAHSS

As this work moves forward, continued faculty engagement will be essential. The strength of our bargaining position depends on the clarity, consistency, and collective support behind the priorities we bring to the table.

Get involved, join the work, build power, sign up here:



MSP NEWSLETTER

Fall 2026 Calendar

Date	Event	Time	Location / Details
September			
Monday: 9/28/2026	MSP Executive Board meeting	Noon to 2:00 pm	MSP Office, North Campus, Alumni Hall, 2nd floor
Wednesday: 9/30/2026	Fair Wages Now! Campaign member endorsement event		TBD
October			
Monday: 10/26/2026	MSP Executive Board meeting	Noon to 2:00 pm	MSP Office, North Campus, Alumni Hall, 2nd floor
November			
Friday: 11/20/2026	Fair Wages Now! Campaign member endorsement event		TBD
Monday: 11/30/2026	MSP Executive Board meeting	Noon to 2:00 pm	MSP Office, North Campus, Alumni Hall, 2nd floor
December			
Monday: 12/14/2026	MSP Executive Board meeting	Noon to 2:00 pm	MSP Office, North Campus, Alumni Hall, 2nd floor