



Massachusetts State Employees' Association (MSEA), University of Massachusetts Chapter Records

1955-1978

10 boxes (4.5 linear ft.)

Call no.: MS 49

Collection overview

The Massachusetts State Employees' Association (MSEA) was founded in 1943 to protest proposed changes in the state employees' retirement system. By 1969, the group had become the exclusive bargaining agent for the University's administrative, clerical, and technical employees.

This small collection includes the constitution and by-laws of the MSEA along with Executive Board and general body minutes, correspondence, contracts, legislative materials, grievance records, hearing transcripts and decisions pertaining to job reallocations, subject files, newsletters, and press releases that document the UMass chapter of the Massachusetts State Employees' Association from 1955 to 1978.

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Background on Massachusetts State Employees' Association (MSEA), University of Massachusetts Chapter

The Massachusetts State Employees' Association (MSEA) was founded in 1943 to protest proposed changes in the Massachusetts state employees' retirement system. On May 21, 1964, the University of Massachusetts Employees' Association (UMEA) was chartered by the MSEA. The UMEA's relationship with the MSEA was loose. The MSEA local chapters were completely autonomous. Every chapter had an Institution officer who served as liaison between the MSEA and the local chapter. The UMEA's purpose was to protect the rights of employees at the University of Massachusetts in all matters affecting their employment. However, state employees in Massachusetts were not permitted to bargain collectively until the enactment of Chapter 149, Section 178F on July 1, 1964.

In 1966, the MSEA petitioned the Massachusetts Labor Relations Commission (MLRC) to become the exclusive

bargaining agent for all non-professional employees at the University of Massachusetts at Amherst. The American Federation of State, County and Municipal Employees (AFSCME) also petitioned the MLRC to become the elected representative for the same group of employees. The result of this election was split and a run-off election was held in May 1969. This second election resulted in MSEA becoming the exclusive bargaining agent for the administrative, clerical, and technical employees at the University of Massachusetts.

The UMEA worked to improve wages, to increase job security, and to safeguard employee health insurance programs. The UMEA negotiated its first collective bargaining agreement in 1970. This contract expired in 1973. It was not until 1976 that the UMEA successfully negotiated its second contract. During the three year span in which members worked without a contract, the UMEA continued activity on such issues as job classifications, and fought to keep employee parking fees at a minimum. The UMEA also survived a decertification drive led by AFSCME Local 1776.

In January 1977, the MSEA affiliated with the National Association of Government Employees (NAGE) to become the MSEA/NAGE. The UMEA officers opposed this merger and led a successful decertification drive against the MSEA/NAGE.

In December 1977, the Massachusetts Teachers Association was certified as the exclusive bargaining agent for the administrative, clerical, and technical employees at the University of Massachusetts. The local chapter is the University Staff Association.

Key figures in UMEA were Joseph Deschenes, who was the first president, and Bernard Turner, who served as president from 1972 until MSEA's decertification in December 1977.

Scope of collection

Constitution and by-laws, Executive Board and general body minutes, correspondence, contracts, legislative materials, grievance records, hearing transcripts and decisions pertaining to job reallocations, subject files, newsletters, and press releases, that document the activities and administration of the University of Massachusetts chapter of the Massachusetts State Employees' Association from 1955 to 1978. Records are organized into four series, including Administrative (1955-1977), Contracts and Collective Bargaining Materials (1964-1981), Subject Files (1963-1978), and Personnel Actions (1967-1977) (restricted access).

Arrangement

This collection is organized into four series:

- **Series 1. Administrative, 1955-1977, n.d.**
- **Series 2. Contracts and Collective Bargaining, 1964-1981**
- **Series 3. Subject Files, 1963-1978**
- **Series 4. Personnel Actions, 1967-1977**

Series descriptions

Series 1. Administrative

1955-1977,
n.d.

Includes correspondence between the UMEA and the University, 1964-1977. The Administrative series also includes general correspondence, limited minutes of UMEA Executive Board meetings, and UMEA newsletters, in addition to more routine union business. There is also correspondence between the UMEA and MSEA, as well as MSEA newsletters. The correspondence between the UMEA and MSEA document the relationship between the two organizations. A copy of the UMEA Constitution and Bylaws is included.

Series 2. Contracts and Collective Bargaining

1964-1981

Arrangement: Copies of proposed articles exchanged during negotiations are arranged chronologically from 1969 to 1976.

Consists of the 1970 and 1976 contracts signed by the UMEA and the University. This series also contains research materials used in formulating contract proposals; information concerning MLRC unit decisions; and rules and procedures of the Massachusetts Bureau of Personnel and Standardization regarding collective bargaining for the years 1964-1973.

Related material: Copies of the 1970 contracts between the University and AFSCME Local 1776 have been moved to the University Archives, Record Group 40/5/S4, AFSCME Local 1776.

Series 3. Subject files

1963-1978

Arrangement: Subject files are arranged in topical order.

Comprises the bulk of the collection. Among the numerous subjects covered are affirmative action, public sector unionism, and women's issues. The subject files contain information about AFSCME Local 1776 as well as materials on the faculty unionization drive on campus. Parking problems at the university are well documented. In addition, there are documents on other state institutions and employees.

Series 4. Personnel Actions

1967-1977

Arrangement: The Personnel Actions series is divided into two subseries. Most cases are arranged by name of appellant; some are arranged by department.

Restrictions on access: Restricted.

Subseries one contains grievance case materials, including evidence, correspondence, and decisions. Most cases are filed by name of the grievant. The second subseries concerns job reallocations. These materials include appeals forms, correspondence, supporting documents, hearing transcripts, and decisions.

Inventory

Series 1. Administrative		1955-1977, n.d.
UMEA-AFSCME Correspondence		Box 1: 1
Bargaining Unit List		Box 1: 2
Constitution and Bylaws	1964	Box 1: 3
Correspondence-General	1966-1977	Box 1: 4
Deduction Lists	1969-1972, n.d.	Box 1: 5
Executive Board Matters	1965-1975	Box 1: 6
Library Correspondence		Box 1: 7
MSEA Correspondence	1964-1977	Box 1: 8
MLRC Decisions	1971-1975, n.d.	Box 1: 9
Minutes	1974-1977	Box 1: 10
Newsletters	1965-1977	Box 1: 11- 13
Representatives Manual		Box 2: 14
Representatives Status	1972-1975	Box 2: 15
University Correspondence	1964-1977	Box 2: 16- 17
Volunteer List		Box 2: 18
USA Constitution	1977	Box 2: 19
General	1955-1977	Box 2: 20
Institutions Action Sheet	1972-1973	Box 2: 21
Constitution, Bylaws, and Organization	1963, 1967	Box 2: 22
Legislative Materials	1964-1974	Box 2: 23
Meetings	1964-1977	Box 2: 24- 26
MSEA Newsletter	1959-1977	Box 3: 27- 29
Press Releases	1965-1976	Box 3: 30
Series 2. Contracts and Collective Bargaining		1964-1981
Collective Bargaining--Contracts	1970-1981	Box 4: 31- 32
Collective Bargaining--Elections	1968	Box 4: 33
Collective Bargaining Negotiations	1969-1976	Box 4: 34- 38
Collective Bargaining Publicity	1967-1968	Box 4: 39

Collective Bargaining Research Material	1967-1973	Box 5: 40
Rules and Procedures	1964-1974	Box 5: 41
Unit Decisions	1969-1972	Box 5: 42
Collective Bargaining--University Benefits	1969-1972	Box 5: 43

Series 3. Subject files

1963-1978

AAUP	1972-1976	Box 6: 44
Affirmative Action	1972-1975	Box 6: 45
AFSCME Local 1776	1963-1977	Box 6: 46
AFT Local 1359		Box 6: 47
Blue Collar Upgrading 1974	1974	Box 6: 48
Classification and Salary Study	1968	Box 6: 49
Committee of Concerned Faculty	1973-1976	Box 6: 50
Consultants		Box 6: 51
Du Bois Papers		Box 6: 52
Energy Conservation Committee	1974-1975	Box 6: 53
Evaluations		Box 6: 54
Graduate Student Senate		Box 6: 55
Handicapped Accessibility		Box 6: 56
Health and Safety Management	1970-1975	Box 6: 57
xxx		Box 6: 58
Health Insurance Material	1970-1977	Box 6: 59
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Labor Laws		Box 7: 61
Labor Unionism--General	1965-1974	Box 7: 62
Layoffs	1971-1976	Box 7: 63
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Managerial Positions		Box 7: 65
Mass. Civil Service Handbook		Box 7: 66
Maternity Leave		Box 7: 67
NAGE Merger	1976-1977	Box 7: 68
MSP/MTA	1975-1976	Box 7: 69
Membership Audit	1973	Box 7: 70
Membership Resignations	1967-1972	Box 7: 71
MTA Today		Box 7: 72
National Association of Governmental Employees (NAGE)	1977-1978	Box 7: 73
Parking	1970-1974	Box 7: 74- 75
Pauma	1972-1975	Box 7: 76
Personnel Department Notices and Policies	1964-1974	Box 7: 77
Public Employee Alliance	1975-1977	Box 7: 78
Public Employee Unionism--General	1969-1974	Box 7: 79
Reference Material	n.d.	Box 8: 80
State Administrative Bulletins	1965-1973	Box 8: 81
State Agencies	1972-1974	Box 8: 82

State Budget		Box 8: 83
State Employees Manual		Box 8: 84
State Pay Plan	1958-1968	Box 8: 85
State Reorganization Plans	1969-1976	Box 8: 86
State Retirement System	1971-1973	Box 8: 87
Student Unions	1974-1976	Box 8: 88
Tuition Waiver	1973-1975	Box 8: 89
US Dept. of Labor Publications	1967-1974	Box 8: 90
University Board of Trustees	1967-1973	Box 8: 91
University Budget	1972-1975	Box 8: 92
University--General	1968-1976	Box 8: 93
Women's Movement	1972-1977	Box 8: 94
Miscellaneous Clippings		Box 8: 95

Series 4. Personnel Actions

1967-1977

Restrictions on access: Restricted.

Grievances (restricted)	1967-1977	Box 9
Reallocations (restricted)		Box 10

Administrative information

Access

The collection is open for research, with the exception of Series 4 (Personnel Actions).

Provenance

Processing Information

Processed by Leslie Horner, January 1986.

Language:

English

Acknowledgments

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Search terms

Subjects

- Labor Unions--Massachusetts--Amherst.
- Parker, Amos, b. 1792.
- University of Massachusetts Amherst

Contributors

- Massachusetts State Employees' Association (MSEA). University of Massachusetts Chapter **[main entry]**

Link to similar SCUA collections

Labor

UMass (1947-)