

## ARTICLE I - RECOGNITION AND DEFINITIONS

### A. RECOGNITION

The Board of Higher Education recognizes the Massachusetts Teachers Association/NEA (hereinafter referred to as the "Association") as the exclusive collective bargaining representative with respect to the conditions of employment of a unit which comprises:

Every person employed at the State Universities of the Commonwealth of Massachusetts and holding a full-time appointment to the position of Professor, Associate Professor, Assistant Professor, Instructor, Senior Librarian, Librarian, Associate Librarian, Assistant Librarian, Library Associate or Library Assistant; and further including any person who holds one of the foregoing titles and also the title of Department Chair; and further including any person holding a full-time appointment to any of the foregoing titles, or as a teacher, however designated, at a Campus School; and further including any person holding a part-time appointment as Professor, Associate Professor, Assistant Professor, or Instructor at the Massachusetts College of Art and Design; and further including any person who is employed on a full-time basis as an Adjunct Instructor at the Massachusetts Maritime Academy, subject to the exclusions set forth in the Decision and Direction of Election issued by the Labor Relations Commission and dated November 2, 1977; and further including any person holding a part-time appointment for three (3) or more consecutive semesters to a position defined in the Decision and Direction of Election issued by the Labor Relations Commission and dated December 16, 1986 (Case No. SCR-2172); and further including any person holding a part-time appointment as a Clinical Nursing Instructor; and further including three (3) salaried part-time faculty in the English Department at Salem State University. The parties recognize and understand that personnel at the Massachusetts Maritime Academy who are detailed to such Academy by the President of the United States pursuant to the provisions of the Maritime Education and Training Act of 1980 or otherwise, and military personnel assigned by the government of the United States to teach any ROTC programs at a State University, are not members of the bargaining unit.

With effect on February 28, 1989, the bargaining unit status of part-time unit members who have taught three (3) consecutive semesters shall not be affected by:

- a. a temporary interruption of service of one (1) semester caused by the Employer/University administration;
- b. a temporary interruption of service of one (1) semester for study toward a graduate degree as approved by the Vice President of a University; or

- c. a temporary interruption of service of one (1) semester caused by an injury, illness or pregnancy.

With effect on July 1, 1995, any person who shall have retired after not less than ten (10) years of service as a member of the bargaining unit at a University or as a member of the administration of a University shall, if appointed to teach on a part-time basis at such University, thereupon become a member of the bargaining unit unless the appointment to teach on a part-time basis occurs more than one (1) year following the effective date of such person's retirement.