



UMass Amherst All-Union Meeting

SEPTEMBER 26, 2017

Your Unions

(in alphabetical order)

- ▶ AFSCME Local 1776
 - ▶ Joe Malinowski, President
- ▶ Graduate Employees Organization (GEO/UAW 2322)
 - ▶ Alyssa Goldstein and Santiago Vidales, Co-chairs
- ▶ Massachusetts Society of Professors (MSP/MTA/NEA)
 - ▶ Eve Weinbaum, President
- ▶ Professional Staff Union (PSU/MTA/NEA)
 - ▶ Carl Ericson and JoAnn Martone, Co-chairs
- ▶ University Staff Association (USA/MTA/NEA)
 - ▶ Donna Johnson, President

Agenda

12:00 – 1:00 pm

- ▶ 1. The Salary Offer
- ▶ 2. Five Themes of Bargaining
- ▶ 3. Solidarity: All-In
- ▶ 4. Two ballot initiatives
- ▶ 5. Questions and discussion

The Money*

*Still no written salary offer so this is our best guess.

- ▶ 1 percent raise on January 1, 2018
- ▶ 2 percent raise on January 1, 2019
- ▶ 2 percent raise on January 1, 2020

- ▶ Plus one percent raise in July 2018 ONLY IF the state meets its target of \$27 billion total revenue = “trigger”
- ▶ Total salary package = 5 percent over three years + possible 1 percent more if we meet the trigger

The Money (continued)

The UMass package differs from the state parameters

- ▶ Raises only in January instead of July and January
- ▶ No retroactive pay to July 1, 2017
- ▶ Trigger 1 percent raise would not be retroactive to July 1, 2017 – instead implemented on July 1, 2018

SO...

Each year, half of your raise is delayed by six months

- ▶ For example, if you earn \$40,000 a year...
 - ▶ Over three years you would lose \$519 as compared to the state parameters
 - ▶ If the revenue trigger happens, you would lose an additional \$400 in the first year



What now?

- ▶ We will join the coalition of state employee unions (including SEIU, NAGE, and others) to fight for better parameters
- ▶ We want the full 2 percent raise in every year
- ▶ We want the usual additional 0.5 percent raise for units without steps or for people already at the top step
- ▶ We want an offset for the increase in GIC costs
- ▶ Everyone must join in to make our voices heard

Sign the petition to Governor Baker!
Show up on October 6 – Demand a better deal!

What else do we want?

Respect and Equity

Five Themes of Bargaining:

- ▶ Excellence in Education
- ▶ Respect
- ▶ Equity
- ▶ Good Jobs
- ▶ Democratic governance

1. Excellent education

Our working conditions are our students' learning conditions. Students need sufficient faculty and staff to ensure quality advising, excellent support services, and small classes with experts in their field. Adequate paid leave is essential to provide staff and faculty with opportunities for professional development or family needs. Spouses and dependents of UMass employees should have access to an excellent and affordable UMass education.

- ▶ **Adequate staffing and better faculty-student ratios**
- ▶ **Professional improvement leave for NTT faculty**
- ▶ **Tuition benefits**
- ▶ **Reasonable workloads**
- ▶ **Reinvestment in quality public education**
- ▶ **Lessen the burden of student debt**

2. Respect

UMass should teach respect for everyone who works and studies here. Respect means a healthy workplace that is free of bullying, embraces diversity, and provides necessary support for all students and employees.

- ▶ **Accurate job descriptions**
- ▶ **Internal advancement opportunities**
- ▶ **Fair processes for addressing bullying and discrimination**

3. Equity

We are committed to fighting racism, sexism, ageism and classism on our campuses. We seek to rectify inequalities caused by entrenched patterns of discrimination, including anomalies in pay and unequal benefits for different categories of staff and faculty.

- ▶ **Parity in benefits between units, including family leave, parental leave, domestic violence leave, and sick leave bank provisions**
- ▶ **Fair and transparent anomaly processes**
- ▶ **Support Fair Share amendment, paid family leave legislation, and raising the minimum wage**

4. Good Jobs

A contingent workforce is bad for UMass. Long-term staff and faculty with job security have the experience, skills, and commitment to best serve the university and our students. Non-tenure-track faculty and temporary staff (03s) are particularly exploited and underpaid. New buildings/renovations should be owned and operated by the university and built with union labor.

- ▶ **Stop outsourcing and contingent labor**
- ▶ **Better pay, benefits, job security for temporary workers**
- ▶ **Limits on privatization**
- ▶ **Parity for NTT faculty**
- ▶ **Better layoff protections for long-term employees**

5. Faculty governance and a Democratic Voice for All

UMass works best when the people who do the work have a say in the process. Faculty governance has always been central to academic decision-making, and ALL staff should have a voice in their workplace. We need strong unions to fight for excellent education, respect, and equity at the bargaining table, in our workplaces, and in our communities.

SOLIDARITY = POWER

Please fill out a
card for the ALL IN
campaign!



Two ballot initiatives

1) Raise the Minimum Wage

- ▶ Currently \$11 an hour, raise by \$1 each year over four years up to \$15 in 2022
- ▶ Rise each year to match inflation
- ▶ Minimum wage for tipped employees, currently \$3.75 an hour, increases to \$9 an hour, in 2022
- ▶ Some employees at UMass do not make \$15/hr.

2) Paid Family and Medical Leave

- ▶ Create a paid family and medical leave insurance program
- ▶ Up to 16 weeks of paid leave to care for ill or injured family member, new child, or to meet family needs arising from a family member's active duty military service
- ▶ Up to 26 weeks of paid leave to recover from a worker's own illness or injury or to care for a seriously ill or injured service member.
- ▶ 87% of workers in New England lack access to paid leave.

Thank you for coming!

Before you leave...

PLEASE

- ▶ Sign an ALL-IN card
- ▶ Sign the two ballot initiative petitions
- ▶ Sign the petition to Governor Baker
- ▶ Take a petition to circulate to your co-workers