

UMASS UNIONS UNITED



Multi-Union Membership Meeting

November 20, 2020

**“I HAVE BEEN ON FURLOUGH
FOR ALMOST A MONTH AND I
HAVE NOT RECEIVED A PENNY
FROM UNEMPLOYMENT.”**

- Kayla Pelletier, USA Member



These deep budget cuts will have a ripple effect on the businesses that surround the university. It will **permanently damage** the local Massachusetts economy.

- ROSS K., PSU MEMBER



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"My furlough is set to begin the day after my wedding. A wedding that I have spent three years planning and saving for."

- PSU furloughed staff member

psu
PROFESSIONAL
STAFF UNION
MTA/NEA



psu
PROFESSIONAL STAFF UNION/MTA/NEA
University of Massachusetts Amherst & Boston



I HAVE DEPENDED HEAVILY ON THE STAFF WORK OF OUR GRADUATE PROGRAM ADMINISTRATOR. WE ARE NOW IN THE CRUNCH TIME FOR POSITIONING OUR JOB MARKET CANDIDATES AS EFFECTIVELY AS POSSIBLE ON THE MARKET. OUR PH.D. STUDENTS HAVE PUT THEIR TRUST IN US, TO HELP THEM MOVE FORWARD IN THEIR PROFESSIONAL CAREERS. WE SIMPLY CANNOT BE AS EFFECTIVE AS WE NEED TO BE RIGHT NOW.

ROBERT POLLIN, MSP MEMBER,
ECONOMICS

#BRING STAFF BACK
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**THE LONG TERM IMPLICATIONS
OF STAFF CUTS ARE
DEVASTATING. ARE THEY
NECESSARY OR JUSTIFIED? THE
LOWEST INCOME STAFF HAVE
SUFFERED THE MOST.**

**LORRAINE CORDIERO, MSP MEMBER,
NUTRITION**

**#BRING STAFF BACK
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Not only am I
no longer able
to support
students or my
colleagues
during this
difficult time...

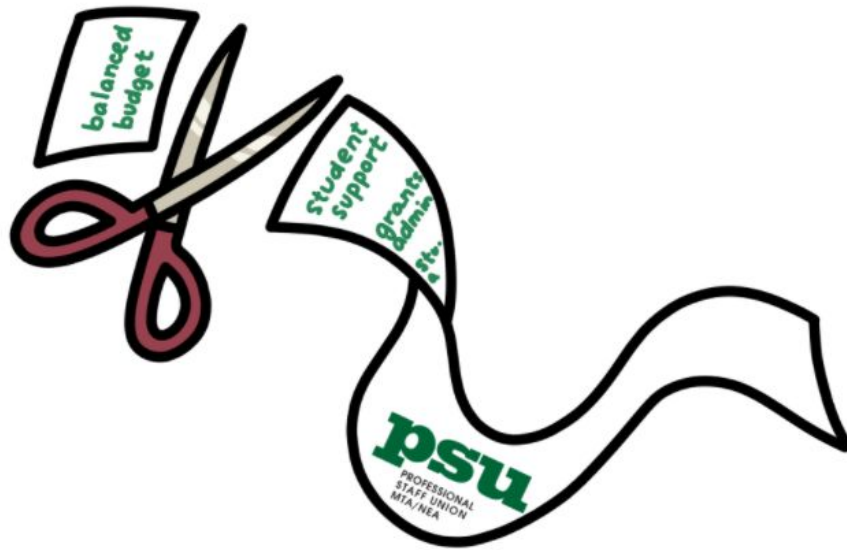


...but I'm also
struggling
financially due
to the loss of
income.



- CARLEY P., PSU MEMBER

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[Staff furloughs] are no longer "trimming the fat." There is no more fat to trim. This is now "cutting connective tissue." And as with real damage to our own bodies, the organizational body becomes unable to move.

- SAM A., PSU MEMBER



WE HAVE STUDENTS SUFFERING FROM MENTAL HEALTH CRISES. IN REACHING OUT TO STAFF AT DOSO, WE RECEIVED FURLOUGH MESSAGES. THIS ADDS TO THE FEELING OF CRISIS FOR OUR STUDENTS AND THOSE OF US TRYING TO HELP THEM.

JAMIE ROWAN, MSP MEMBER,
POLITICAL SCIENCE

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“

IN THE PSYCHOLOGICAL SERVICES CENTER, STAFF FURLONGS ARE CAUSING US TO SHUT DOWN OUR CLINIC FOR A WEEK, WHICH ADVERSELY AFFECTS STUDENTS' ABILITIES TO GAIN THEIR CLINICAL TRAINING EXPERIENCE.

REBECCA READY, MSP MEMBER, PSYCHOLOGICAL & BRAIN SCIENCES

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“When we reduced our campus population, plans to support LGBTQ+ students [in Spectrum Defined Residential Community] were put on hold. Many of these students are living at home with unsupportive families. UMass left them on their own.”

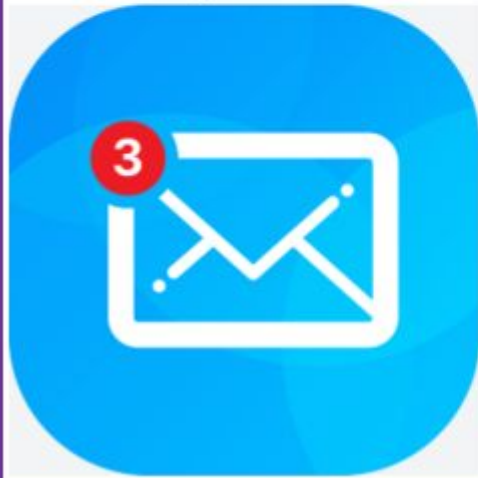
— Tyler B., PSU Member



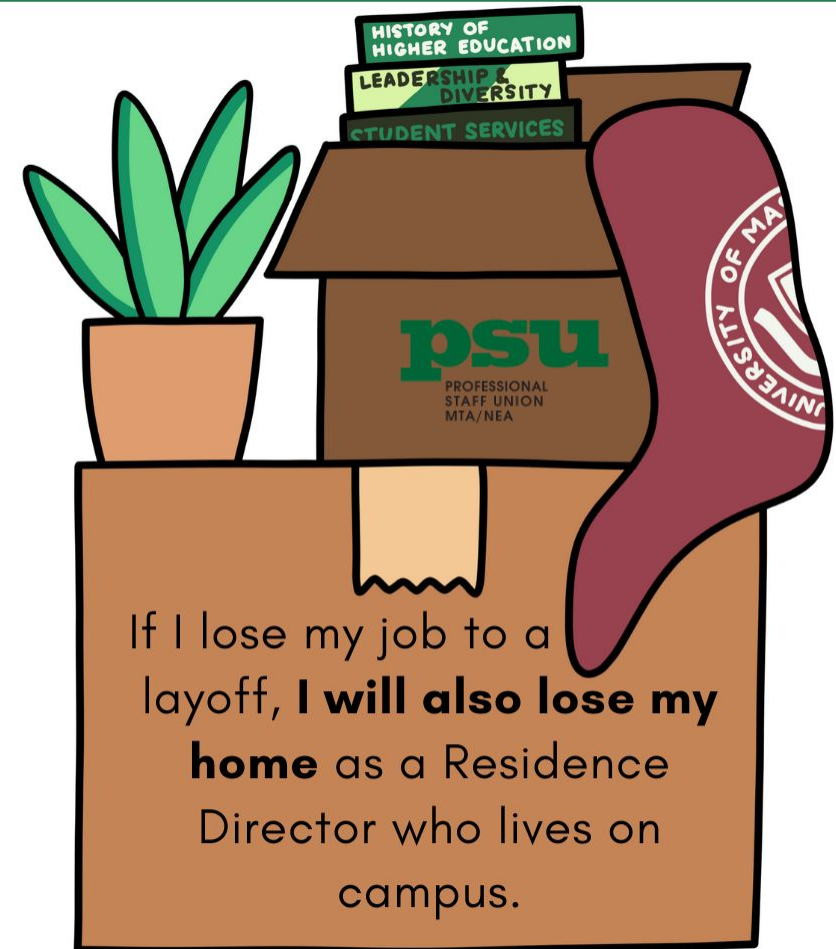
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"I am trying not to check my work email, because I see all the requests for help that are coming in from students, and I want to help them, because I know I CAN help them."

"And it is killing me. And I know it is limiting the students' college experience"



- MELINDA NIELSON, USA MEMBER



- CARLEY P., PSU MEMBER



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Thank you for attending!

Please note that this is a meeting for UMass Union Members. If you are not a member of a UMass Union we respectfully ask that you leave.

Your microphone has been muted to ensure that those attending are able to hear the presenters.

This will be a large meeting which will limit presenters ability to engage with questions written in the chat. If you have a question that needs follow-up please connect with staff in your union!

A link will be posted in the chat with a virtual handout containing a link to these slides and links referenced in the presentation.

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If you have questions about your specific circumstances please reach out to your union leadership!

Professional Staff Union (PSU):

psu@external.umass.edu

University Staff Association (USA-MTA):

usa@external.umass.edu

Massachusetts Society of Professors (MSP-MTA):

mss@umass.edu

Graduate Employee Organization

(GEO-UAW2322):

geo@umass.edu

Resident Assistant and Peer Mentors

Union (RAPMU-UAW2322):

info@uaw2322.org

Postdoctoral Researchers Organizing

(PRO-UAW2322):

info@uaw2322.org

Agenda

- Member Stories
- Bring Staff Back Kickoff Event!
- Update on State-wide work of MTA and the state budget
- Solidarity Plan
- Mutual Aid and Solidarity Fund
- Ways to get involved!



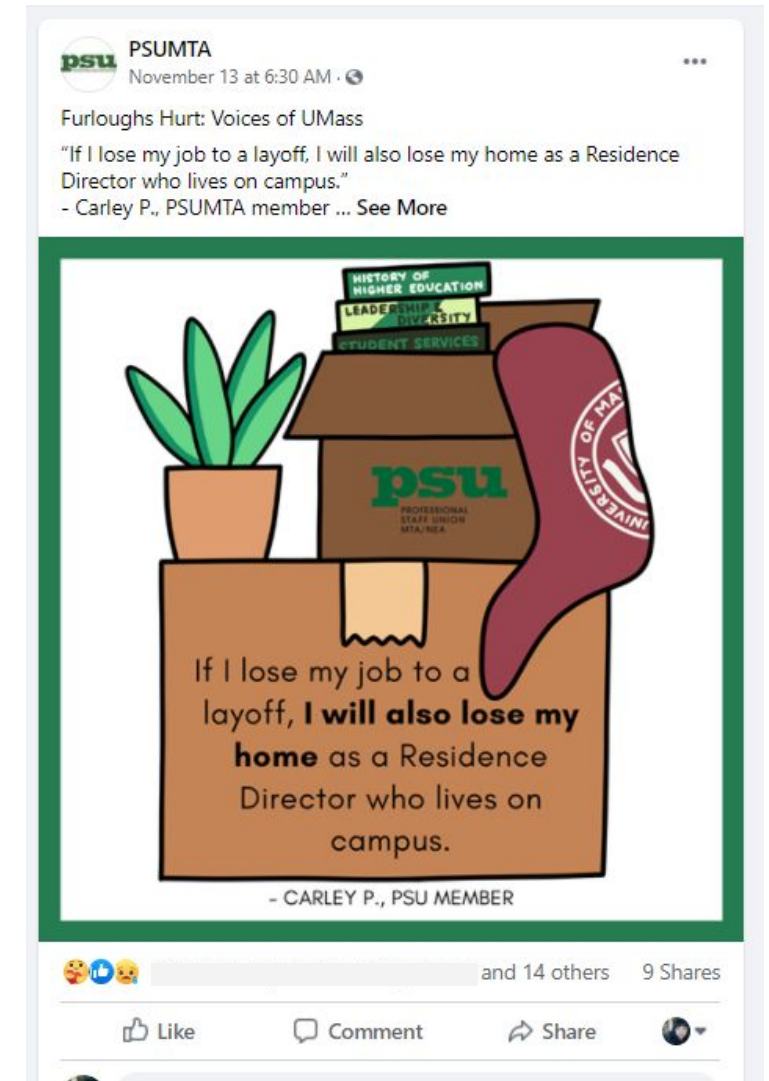
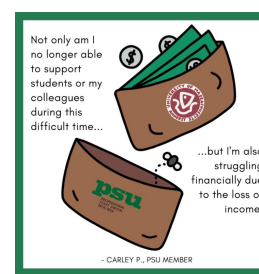
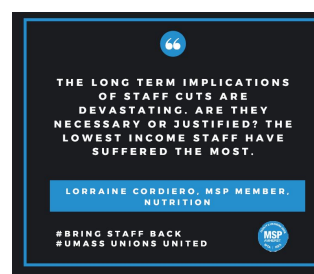
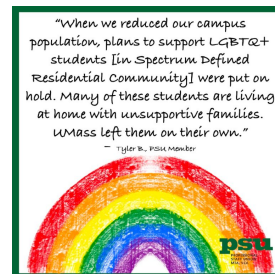
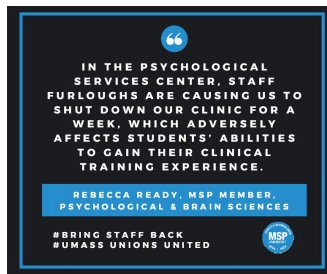
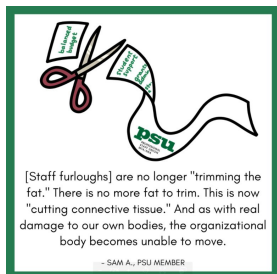
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Social Media Campaign Showcasing Member Stories

Quotes and Statements have been collected and turned into images that can be shared on different social media platforms.

How to help:

- Like, Share & Comment on posts made by the Unions
- Share your own quote or statement - link in the virtual handout!



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Bring Staff Back Kick off Campaign

- Part of a 2 day series of events by the MTA
- 60+ Union Members Participated in person, in their cars, or over zoom!
 - Live stream still available on Facebook - link in handout
- Speakers from MSP, PSU, and USA
- Event was covered by 22 News



UMass unions hold standout to defend public higher education



by: Regan Schiappa

Posted: Nov 18, 2020 / 10:25 PM EST / Updated: Nov 18, 2020 / 10:52 PM EST

AMHERST, Mass. (WWLP) – Massachusetts Teachers Associates and activists held a standout Wednesday evening, calling on the state to protect public higher education.

Legislators are preparing to level fund public colleges and universities in the fiscal 2021 budget. Advocates rallied in Amherst to send a message to campus and state government leaders. Public higher education must be



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Statewide Work

Massachusetts Teachers Association & State Government

State Budget Update:

- Passed with Level Funding!
- 36.5 Million more than UMass had budgeted for

Check out the MTA website for other statewide initiatives and events



Calendar

MTA MASTER CALENDAR

<input checked="" type="checkbox"/> MTA Master Calendar	<input checked="" type="checkbox"/> ESP Events	<input checked="" type="checkbox"/> Forums	<input checked="" type="checkbox"/> MTA Governance	<input checked="" type="checkbox"/> Board of Directors; Executive Com...
<input checked="" type="checkbox"/> Committees and Task Forces	<input checked="" type="checkbox"/> Member Events	<input checked="" type="checkbox"/> MTA Benefits Board of Directors	<input checked="" type="checkbox"/> Presidents Meetings	<input checked="" type="checkbox"/> Training & Professional Learning
<input checked="" type="checkbox"/> MTA Annual Conferences & Events	<input checked="" type="checkbox"/> PDP Programs	<input checked="" type="checkbox"/> Professional Development	<input checked="" type="checkbox"/> Union Skills & Leadership	<input checked="" type="checkbox"/> Regional Retirement Consultations

☐ All

NOVEMBER 2020

WEEK OF SUNDAY, NOVEMBER 15, 2020

- ☒ Tai Chi for Today's Educators (Virtual) - Sat, November 21, 8 - 9am
- ☐ Regional Retirement Consultation - Individual Retirement Consultations - Regional Locations (Western Service Center) - Sat, November 21, 9am - 1pm
- ☐ Regional Retirement Consultation - Individual Retirement Consultations - Regional Locations (Raynham Service Center) - Sat, November 21, 9am - 1pm



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Our Solidarity Plan

What we learned from last Summer/Fall

- Management uses divide and conquer bargaining
- Staff that we need to maintain a safe and healthy campus were furloughed
- Furloughs and time reductions hurt student success, faculty project and staff livelihoods
- Management used unwarranted budget projections

What we are doing now:

- Bring Staff Back Campaign
- New approach--Being pro-active
- Uniting to work TOGETHER for future bargaining
- Developing a cohesive set of demands



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Our Solidarity Plan

We stand united in demanding the following

All furloughed and reduced employees should be recalled to their regular positions and have their hours restored by January 1, 2021, and be made whole.

No additional furloughs or reductions in hours should take place/

Faculty and staff who are able to do their work remotely should continue to do so with no loss of pay so long as COVID-19 is a serious threat.

Bargain COVID-related issues jointly.

Any further decisions concerning campus opening or closing, or other covid-related issues, should be made jointly with all of us at the table.



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Our Solidarity Plan

Letter to the Chancellor

Dear Chancellor Subbaswamy,

As members of the University Staff Association, Professional Staff Union, and Massachusetts Society of Professors, we request that you meet with us to discuss plans to fully staff the campus for the remainder of this academic year.

We have just learned the good news that the state legislature has fully funded UMass through the end of the fiscal year. This means that the campus has received \$36.7 million more than the budget projections that were used in the service of obtaining widespread staff furloughs. In addition, student enrollment is significantly higher than projected.

Based on these figures, we believe that it is absolutely possible to 1) reinstate all USA and PSU members who have been placed on indefinite furloughs or had their hours reduced, and 2) establish that there will be no additional furloughs or layoffs of any UMass Amherst employees in the spring semester.

We share your goal of making UMass Amherst one of the best public universities in the country, just as we share your goal of protecting the health and safety of our students, employees, and community. We need to bring back all of our talented, experienced staff to continue our university's mission of excellent teaching, research, and student services.

We appreciate your warm and supportive words for staff and faculty over the course of this pandemic and look forward to having this vital conversation with you, personally. Please respond by Tuesday, November 24 to let us know of your willingness to meet and some dates and times that will work for you in the near future.

Sincerely,
Union chairs and co chairs



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Our Solidarity Plan

Forward Thinking

After we win our demands for the Bring Staff Back Campaign

- Green New Deal/Carbon Neutral by 2030
 - use this to create jobs and make campus a better place



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Our Solidarity Plan

Getting Your Perspective

Using a poll to see how the broad membership feels about the solidarity plan we just presented

1. Which Union are you in?
2. Do you support the Solidarity Campaign?
3. How excited are you about this campaign?
4. Would you be able to contribute in any way?



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Member Support & Resources

UMass Mutual Aid:

- Site is linked in virtual handout
- Provides more information about:
 - Mutual aid fund - how to donate or access funds
 - Area resources

If you are able, please be generous as we head into the holiday season. We are hoping to be able to help even more!



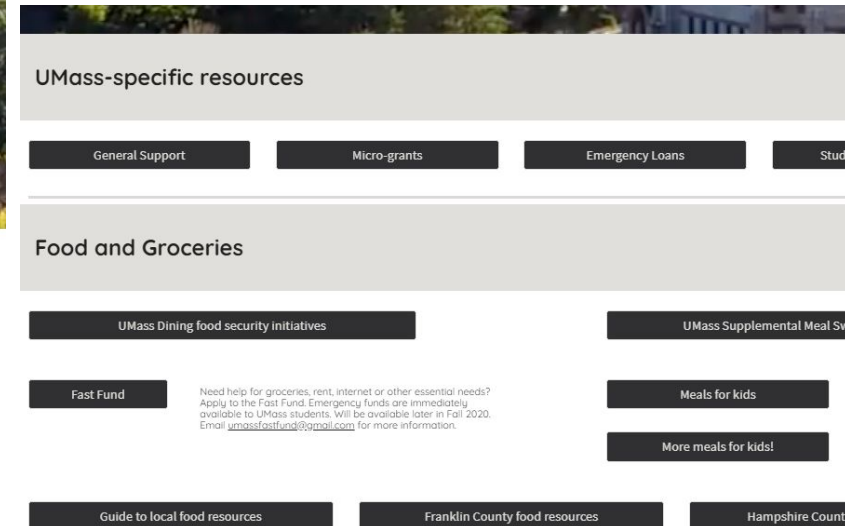
[Donate Here](#)

Please consider a one-time or recurring donation.

Rooted in principles of solidarity, the mission of the UMass Mutual Aid Network is to mobilize resources for UMass students, employees, and members of our community adversely impacted by a financial crisis exacerbated by Covid-19. We hope to sustain this work beyond the current crisis, as we understand that current economic systems that are in place always leave people with needs unmet. We will endure this collectively, while striving to make our community more equitable and autonomous.

Raised \$40,000!

250 staff are getting support!



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How to Get Involved

We've got work to do!

SAVE THE DATE:

- 12/10 at 10 am - potential day of action!
- UMass Board of Trustees' Meeting



Check the Virtual Handout for Links and details!

- Submit Quotes or Statements
- Engage on social media
- Join the Campaign Committee
- Stay connected with your Union
- Join the Labor Chorus



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UMass Unions Unite!
Together We Win The Fight!

