

12-19-2023 – Subject: Raises are coming!

Dear colleagues,

Good news: the unions' hard work and advocacy has paid off. As you know, our one-year contract was finally funded by the legislature, and after many negotiations, our campus agreed to pay our raises and retroactive pay before the end of 2023. These are the largest annual raises we have won in many years, and we are grateful for everyone's activism and support.

If you have been working at UMass since July 1, 2023 (or before), you will see a raise in Friday's paycheck! The raise has three components:

- A four-percent increase to your base salary.
- A small one-time equity bonus weighted to benefit those with salaries below the median. Lowest-paid employees will receive \$500, the intermediate group will receive \$300, and the higher tier will receive \$100.
- A one-time retroactive payment to cover the raises from July to December 2023 (if you like math, see below for the precise calculation).

In January we will receive another four percent raise. That increase will be in our paycheck on February 2, 2024, which covers the first full pay period of January.

If you have any concerns about your paycheck, you should submit a request to the UMass HR Department: <https://umass.tfaforms.net/f/askhr>. Ask for the precise calculations for your salary increase, and someone will respond to you with more details.

Congratulations on making it through the semester, and on these well-deserved pay increases! We wish you a peaceful break and a happy and healthy 2024.

In solidarity,

Eve and Marc

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#### Calculating your retroactive pay:

For MSP members, salary adjustments occur retroactively to the first full pay period in July (7/2–7/15, which was paid out in the 7/21 paycheck).

Your new rate of pay will be your equity increase (\$500 or \$300 or \$100) + 4%.

There are 11 pay periods (7/2 is the first one; 11/19 is the last one) for which retro will be paid. Each pay period covers 80 hours of work time. The most recent pay period (12/3–12/15) will be reflected in the 12/22 paycheck, where the new rate is already applied.

If we ignore the small flat amount, and assume no other changes in rate or FTE occurred during this period (which is not true if you were promoted or moved to a new job), then your \*pre-tax\* retro pay should be:

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$0.04 * \text{FTE} * 80 * 11 * \text{old\_hourly\_rate}$

For full-time people, that's  $(35.2 * \text{old\_hourly\_rate})$  dollars. The actual amount will be a tiny fraction higher, due to the flat adjustment to base pay.