

## 12/6/2022 [AllUnit] Raises are coming!

Dear colleagues:

We have good news to end this semester: our raises are coming!

Vice Chancellor Bill Brady has confirmed that **in this Friday's paycheck, December 9, we will see our new rates of pay reflected in our paychecks.** Finally!

To see your new salary on Thursday, go to HR Direct and click View Paycheck for 12/9/22. Under "Earnings" you will see "Regular" – that number is your regular hourly rate of pay. To find your approximate annual salary, multiply that hourly rate by 2,080 (52 weeks x 40 hours per week).

If you compare your hourly rate on 12/9 with your hourly rate in the prior paycheck from 11/25, you should see an increase. If you have been on UMass payroll since May 2020, you will see an increase of more than 6.5 percent; if you started your job more recently, you will see a smaller increase. An example of the math is below.

**Our retroactive pay will appear in the following paycheck on December 23.** Again, the amount will depend on how long you have been on UMass payroll. If you have been on the payroll since May 2020, you should receive a lump sum equivalent to more than eleven percent of your annual salary (the actual amount in your check will be lower because taxes will be deducted).

We look forward to seeing many of you at the MSP membership meeting on Friday. At that meeting, we will demonstrate a spreadsheet that allows you to calculate precisely what you are owed – and we will also prepare our initial bargaining proposals for the next contract. We need your input and participation! If you are not able to attend, we will post the information on the MSP website on Friday afternoon.

We are relieved that the raises we negotiated are finally on their way to our members. You earned these raises with your hard work through a pandemic and beyond. We feel very fortunate to have a strong union – universities without unions accepted pay cuts, layoffs, and worse over the past three years. The fact that we are receiving retroactive pay is thanks to our union contract and all of our collective action.

In solidarity,

Eve and Marc

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**Example:**

Suppose your salary is \$100,000 on June 30, 2020. (We know that many MSP members earn significantly less than \$100,000; this is just an example.)

Your regular rate of pay will show up as just over \$48/hour in the 11/25/22 paycheck.

Your base pay will increase by the following amounts:

2.5% raise from July 1, 2020 – new salary is \$102,500 on July 1, 2020

2% raise from July 1, 2021 – new salary is \$104,550 on July 1, 2021

2% raise on July 1, 2022 – new salary is \$106,641 on July 1, 2022

Your new regular rate of pay is \$51.27 beginning with the 12/9/22 paycheck.

In this example, you will receive retroactive pay in the 12/23/22 paycheck:

\$5000 in retroactive pay for the 2.5% 2020 raise until July 1, 2022

\$2050 in retroactive pay for the 2% 2021 raise until July 1, 2022

\$1568.25 bonus – this is the 1.5% lump sum that was allocated in 2022

Approximately \$3,000 in retroactive pay for July 2022 – December 2022

Total cash (bonus and retroactive): approximately \$11,650