



Dear USA Members,

Last year our union—and over 100 union and community partners in the Raise Up coalition—successfully fought to pass the Paid Family Medical Leave Act.

This new law gives Massachusetts workers up to 26 weeks of paid family and/or medical leave per year, a benefit that most workers currently do not enjoy, including many of our union members in the UMass system.

Every worker deserves paid family and medical leave—whether for their own health, the birth or adoption of a child, or to take care of an aging parent.

But university administration doesn't want to pay for it !

Here's the details...

The law establishes a pool that workers can access if their employer does not provide enough leave, paid for by a new payroll tax. The law establishes that employers must pay a minimum of 49.5%, and that employees can pay no more than 50.5%.

As the President of the University Staff Association (USA) in Amherst, I'm part of a coalition of PSU, GEO, MSP and AFSCME members ("UMass United Unions") at UMass Amherst that is currently bargaining with the administration over how paid family and medical leave will be funded.

So far, the administration has told us **they don't want to contribute a penny more than what the law demands—forcing employees to pay more than half the cost.**

While we continue to bargain with the administration, the law is going into effect. Starting September 15, 2019, UMass will start withholding 0.379% of your pay as taxes to fund the pool. ***On a \$50,000 annual salary, this deduction will cost the employee \$189.50 per year.***

TAKE ACTION AND REJECT THIS PAY CUT!

Here's what to do:

You will get an email from HR around September 9th informing you of this new cut to your pay. The email will ask you to follow a link to acknowledge receipt. **DON'T! (It's not mandatory)**

Instead, please do one (or both) of these quick actions:

1. Forward the email to President Marty Meehan (martin.meehan@umass.edu) and Chancellor Kumble Subbaswamy (chancellorswamy@umass.edu), changing the subject line to **"REJECTED by a Member of the UMass United Unions."**
2. AND/OR write "Rejected by UMass Unions United" or put a "Rejected by UMass Unions United" sticker on the front of a paper copy of the notice next to your name and bring it to your union office or a union officer to be delivered to the Chancellor.

BOTTOM LINE: UMass can—and should—provide 100% of the funding for paid family and medical leave.

All workers at UMass need to stand together and demand that the university provide for our paid family and medical leave, rather than shifting the cost onto employees. Please stay alert for further action as bargaining over this issue continues.

— *Leslie Marsland, USA President*

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