

Membership Meeting 5/12/20

1. Welcome – Leslie

Please remain muted – questions can be put in the chat.

2. Budget – Donna

- Update on Hiring Data – Donna
- Questions
- Vote

We've been in discussion with the administration on VSIP and Furlough agreements. Have not signed anything yet; Still negotiating the details

- We are in coalition with AFSCME & PSU
- We are doing everything possible to avoid any layoffs or reductions in the workforce
- We continue to request financial information and details on the on-going budgets and projections
- We presented two detailed agreements: one for the VSIP – voluntary separation incentive plan - and one around furloughs; management rejected as we included a lot of language, that in many cases is supported by our CBAs and other information that the University would not agree to. They wanted simple agreements around the VSIP and Furloughs. We have agreed in PRINCIPAL that cost savings measures need to be taken but have not signed anything to date.
- We will be entering into Interest Based Bargaining for a third agreement with the University. Interest Based Bargaining is a **negotiation strategy** in which parties collaborate to find a " win-win " solution to their dispute. This strategy focuses on developing mutually beneficial agreements based on the interests of both parties.

This will allow us (USA, PSU & AFSCME) to address areas of concern in our original proposals such as:

Alternatives to layoffs—training, work for state

1. --Save jobs—new workforce
2. --Alternatives to layoffs—training, work for state
3. --Transparency/information
4. --Cost savings (energy, work from home, etc.)--third agreement
5. --Workload concerns--particularly with backfill, reasonable expectations
6. --Return to work protections
7. --layoff protections
8. --Make people whole for any losses over the transition.
9. --Additional voluntary furloughs
10. --Rehiring into vacant positions: Laid off, or projected laid off USA members first

3. VSIP: Voluntary separation incentive program

- Offered to ALL employees
- FY21 cost savings
- Not an early retirement incentive
 - Such a program (as we had years ago 5:5) needs to be approved and offered by the retirement board through legislation. As of last Friday, there were no conversations around a state early retirement program and not every ERIP cover HE. Previous ERIPs were limited to executive branch employees and other areas.
- Bonus for leaving service with UMass on/before August 31:
1-9 years \$5,000 10-19 years \$12,000 20+ years \$25,000
- This is a lump sum payment
 - Will not be included to calculate retirement benefit
 - Will be taxed
 - Those taking the incentive will accrue all normal leave and those retiring will be allowed to “cash out” remaining leave (sick & Vacation). Those not retiring will only get their vacation payout
- Administration is Looking for decision by 6/5/20; in most cases - separation no later than August 28, 2020
 - ? those with a break in service?
 - ? can those leaving (not retiring) reapply to vacancies later on?
 - Grant funded – excluded
- Questions?

4. Furloughs

- The administration is demanding that ALL employees take a 5-day furlough (1 week).
- Cost savings for FY20. Must be taken by June 26.
- Chancellor is taking a 13% pay cut through July 2021 (FY21), Deans & VC are taking a 10% cut through July 2021.
- By taking a full week furlough, employees will be able to collect unemployment
 - No waiting period for COVID layoffs for unemployment to start
 - Those making \$62,400 will get full salary from UE (including the extra \$600 COVID relief money).
 - Benefits stay intact including retirement credit/service/deduction, health insurance, leave
 - accruals, seniority and years of service (no break)

Applies to all employees including non-Units, administration & 03s. Faculty excluded however they have taken a hit in other ways: Those faculty awaiting reappointment in fall have not been renewed and the MSP proposed that our members will spend two weeks this summer on course preparation for the fall and will perform this work during their period of non-responsibility,

- We were told that if we did not agree to furloughs that there would be layoffs this FY
- By accepting furloughs for FY20, we are told that there will be NO OCVID related layoffs until 8/1/20

5. Layoffs

We are told that there could be layoffs coming, expected August 1st. All campuses are facing layoffs. In Lowell, they have already started laying off employees.

- Number of layoffs will be dependent on Fall enrollment
- Decision to have classes on-campus/in person vs on-line
- Social Distancing restrictions at that time
- Decisions to open all dining areas/dorms
- The results of the VSIP program
- Additional federal stimulus money

All contractual rights per our CBA stay intact such as bumping, seniority and layoff rights.

6. Bargaining

USA along with other UM units are proposing a one-year extension to our current CBAs. There will be no raises, other than those who still have steps to get. We will be working on language updates and changes. Bargaining is basically on hold right now until we get through these other 3 agreements as mentioned about. No units are getting COL increases, in fact, in one University they are asking for units due a COL increase on 7/1 to forgo it (give it back).

7. Other

USA, PSU, AFSCME, MSP, Student Unions, Police meet daily to talk to about issues and then with meet with Labor relations, EHS & members of VC Wm Brady's office.

The USA Leadership team is (VP Mary Malinowski, Treasurer Donna Vanasse, GO Linda Fish, Chief Steward Sheila Gilmore and myself)

We additionally meet weekly with other UMass unions and MTA in coalition and are working on action plan.

Anticipate message via USA members listserv, as soon as agreements are signed and FAQ's from HR have been vetted