

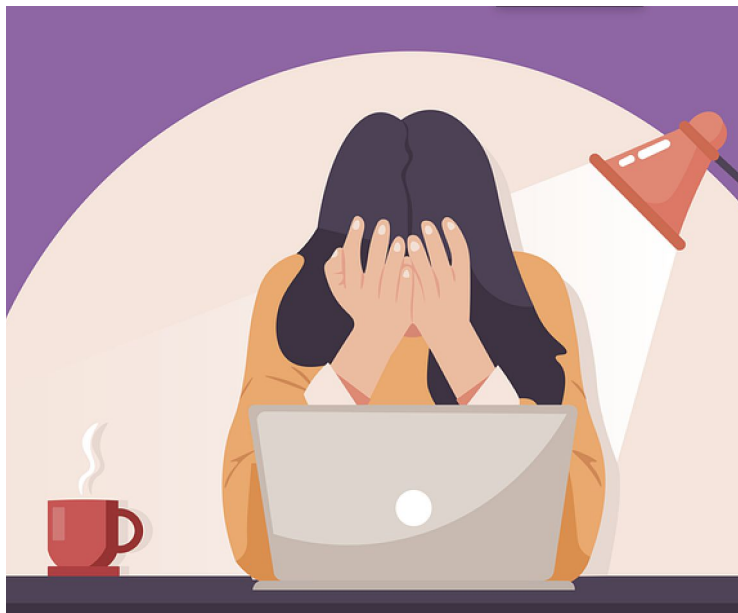
## Impact of UMass Amherst Staff Furloughs & Time Reductions

Staff furloughs and time reductions have hurt our UMass Amherst students, departments, and workers. PSU and USA members completed a survey to share their thoughts on these impacts. The following is a small sample of the many workers who wanted their voices to be heard by campus leadership.

### What impacts have you noticed that staff furloughs and reductions have had on students?

“The students we mentor and with whom we work are seriously stressed out, if not outright depressed.”

“Students have waited longer for responses and felt like the people they normally turn to for help with challenging items have been unavailable, due to furloughs. Underrepresented students have been impacted more by COVID and yet have less resources available for outreach and support.”



“Students aren't receiving the support they need and pay for.”

“Because students are also under heightened levels of stress, everything from the simplest scheduling of a meeting to planning a project takes extra time and energy...”

“I am having to miss weeks of therapy sessions with students counting on us for care.”

“There have been delays across campus that are affecting communicating with our UWW

students about the processing of employer payments for future semesters. The communication delays create concerns that they should not even enroll because the tuition reimbursement might not be able to be paid a semester in advance. “

“Students are confused, lost, and at times frustrated.”

“I have had to put a couple of student projects on hold, which will impact the projects' viability in the future.”

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“Students are not getting answers in a timely fashion from most departments. It is affecting them financially and emotionally, as well as academically.”

“Limits on capacity for staff support has meant that new tools that could help support students better on remote learning can't be adequately researched, promoted, and supported.”

How have staff furloughs and reductions impacted your department and your workload?

“Everyone is stretched too thin, doing more with less. This is not world-class education.”

“We are forced to work substantial overtime in order to ensure we are meeting deadlines. It is extremely stressful to be in the office, because you are taking on your furloughed colleagues' workload...”



“Staff furloughs have added to a heavy workload and accompanying high level of stress that impacts mental and physical health.”

“Nearly every project, initiative, or service I've been involved with has been disrupted or slowed...one staff member's furlough cascades into another's.”

The morale in my department has never been lower. No one feels secure or really even valued. We've asked multiple times how we can get our furloughed staff back but have gotten no straight

answers. I don't know how we will ever come together after this.”

“I am on reduced hours. I am getting further behind in my workload than I was before. There is no shortage of work for me to do. My colleagues in similar situations are demoralized by seeing other workers and new 03s take over work they could/should be doing.”

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“Grants and awards that used to take 2-3 weeks to process through OGCA and Controllers are now taking at least 3-4 months to process.”

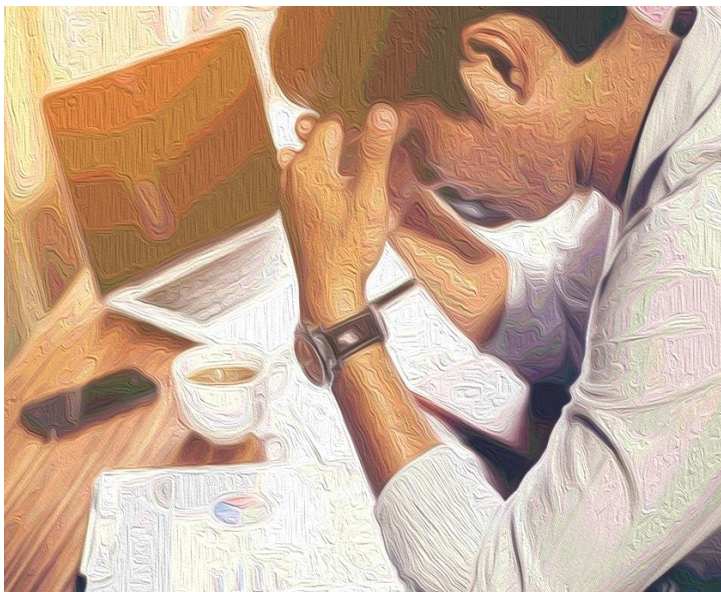
“The vast majority of approximately 900 USA members report increased workloads, financial consequences, high stress and low morale.”

“My department staff is decimated. 4 of our 5 full-time staff took early retirement and none have been replaced yet, to my knowledge.”

“This is frustrating and time-consuming, making my job harder in addition to all the stress of the pandemic, lost wages, difficulty with my unemployment claim...Bring staff back!

### How has being furloughed or laid off impacted you and your family?

“I am incredibly grateful my family is just my dog, because I don't know how I could possibly survive this while trying to support others.”



“It has impacted our income as I still have not received unemployment in 6 weeks since [my] first furlough.”

“The impact of this furlough has not only left me feeling humiliated, it has made me have utter disgust for the way the university treats their employees. With zero compassion for what they are going through.”

“We have had to cut back on food purchases so we can pay for increased heating and electricity bills...”

My children ask me if I'm going to lose my job. I don't know what to tell them. Maybe? It depends how much pressure the Board of Trustees put on the Chancellor?”

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“The limbo of being on indefinite furlough is causing sleep disruptions. I have woken up at 3:30 am almost every night over this past month. I’m on a mental hamster wheel of worry, anger, fear, and self-doubt. I can’t get back to sleep.”



“I know the longer-term furloughs have impacted all who have been put on them. I am engaged and we postponed our wedding once already due to the pandemic, but we may need to again since we are already falling behind on bills.”

“The short-term furloughs have made it difficult to pay monthly bills such as rent. It is very stressful and upsetting emotionally. I have had to pick up a second part-time job, and have had to apply for rental assistance.”

“I have had three periods of furloughs of a week each period. I applied for unemployment during those times.

Unfortunately, I have been paid less and for only one period. Tried as I did to contact the unemployment office, I have not been successful. I was told my payments are on hold, without telling me what the problem for holding the payments are. I am now in dire needs as I am low on funds, and I am afraid my mortgage is going to be impacted.”

“I am a single woman who relies on a full paycheck twice a month to just get by. Between rent, food, gas, electric, oil, phone, car payment etc., my money is stretched really tight with little-to-no extras. Being forced to take...furloughs cut into my monthly budget so much that I have had to ask for extensions on several monthly bills.”

“I [do] not have enough money to [pay] monthly expenses. I need to borrow money [from] someone.”