

Membership Meeting

University of
Massachusetts
Amherst

BE REVOLUTIONARY™

psu
PROFESSIONAL STAFF UNION/MTA/NEA
University of Massachusetts Amherst & Boston



MEETING LOGISTICS

This meeting is for USA and PSU Union Members only

If you are not a union member we respectfully ask you to leave

Your video and mic has been muted by the meeting administrator.

Video and Mics will be unmuted by the administrator for those currently asking questions during the Q&A portion of the meeting.

Please hold questions in the chat until after the presentation.

This is so that you and others can focus on the presentation rather than on questions being asked.

We will be using the raise hand function during the Q&A.

Please take some time to locate that feature. It will either be located in the Reactions or at the bottom of the participants window.

AGENDA:

- Intro
- Furlough Updates

Approx.
5 min.

- Flexible &
- Remote Work

Approx.
35 min.

- Q&A
- Closing

Approx.
20 min.

Chancellor's Fall 2021 Operational “Plan”

Email Message:

- “...employees will be considered on-site, and only hybrid or remote if approved by a unit’s vice chancellor...”

Details From the Full Report:

- “Work will be on site...”
- Public health guidelines must be followed.
- “Workspaces should be modified...”

ADA Accommodation Process

State Plans for Continued Reopening

Baker-Polito determine end of pandemic in MA, not the UMA Chancellor and HR.

On 4/27, Baker-Polito Administration set new dates and goals for reopening:

- Phase 4, Step 2 will be effective on May 10th.
- May 29th.
- August 1st (Effective “end of pandemic?”).

<https://www.mass.gov/news/baker-polito-administration-announces-plans-for-continued-reopening>

USA Flexible Work Language

Upon request of a bargaining unit member, the supervisor may grant, for a specific period of time, a flexible personal work schedule, so long as the bargaining unit member can demonstrate that the proposed schedule will not interfere with or detract from the delivery of services provided or the day to day operation of the department. Request for a flexible work schedule shall not be unreasonably denied.

[USA Contract](#)

USA intends to Bargain Flexible Work Assignments!

The USA Board endorses the idea that the University and the Union shall work together to make flexible work options available to employees without prejudice. This includes options beyond traditional work locations and schedules. This flexibility must meet the needs of the employee's business unit and the employee.

The USA Board commits to negotiating appropriate contract language and working in concert with other campus unions to achieve an appropriate, humane flexible work policy. Policy proposals shall take into account the extensive experience of remote work our unit members have gained during the pandemic and recognizes the high degree of skill and responsibility our members have displayed during the past year of non-traditional work.

PSU Flexible Work Language

*PSU Unit A

Section 18.4, Flexible Work Options, covers remote and flexible work.

*PSU Unit B

There is not similar language in the Unit B contract.

[PSU Unit A Contract](#) [PSU Unit B Contract](#)

Why We Need Flexible Work Options

- Flexible/hybrid work options are the “new normal” for many occupations
 - Other universities are exploring the shift for staff right now
- Is UMass serious about mitigating our carbon impact?
 - PSU/USA commutes = over 5,000 metric tons of carbon dioxide per year
- Disability access
 - Visual/audio aids, communication options, transportation access
- Reduce childcare costs, increase gender equity
 - More than half of US families spend over \$10,000 on childcare a year
 - Mothers bear the brunt of child care issues impacting careers
- Less exposure to illness for everyone
- Equity between staff

[PSU Unit A Contract](#) [PSU Unit B Contract](#)

What is the Role of the Supervisor?

PSU A: A “supervisor may grant” flexible/remote work schedule

USA contract: A “supervisor may grant” flexible schedule

- Why a supervisor? Because they understand operations
- Listen, be reasonable, discuss specific service delivery and day-to-day operations, develop a plan.
- Supervisors should not be insubordinate
- If you run into issues, talk to your grievance officer or steward.

Interim & Main Table Bargaining*

USA and PSU will be advocating for expanded contract language around flexible and remote work not only at the campus level but also within the entire UMass system, including the President's Office, which already has approved language around flexible and remote schedules.

Our intentions are to equalize this benefit across all units by putting new language on the table in our main bargaining sessions for our new contracts. We are working together as we are stronger together. **This affects all of us.**

Look for updates from your union's bargaining team.

Be Ready for Action

- Actions.
 - Solidarity is key
 - Talk with your supervisor about your work.
 - Talk with your Union!
 - [Faculty Staff Assistance Program](#) - confidential resource
 - Talk with [Ombuds Office](#) - confidential resource
 - Sending a survey. Look for it. Complete it.
<https://forms.gle/DDVK69298tyqpYes9>

The contract doesn't enforce itself!

Q&A

We will be using the raise hand function during the Q&A.

Please take some time to locate that feature. On a computer if you click on participants you should see the raise hand option in the participants window.

When you **raise your virtual hand** the meeting administrator will recognize you and enable your mic. You can choose to have your camera active or not.

Due to the complexity of the meeting we are unable to process all questions that are asked in the chat.

Please ask one question at a time and limit your time used so that we can get to as many questions as possible.

Closing



THANK YOU

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