

**University's Proposals for Negotiations Between
The University Staff Association
and
The University of Massachusetts Board of Trustees**

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| <ul style="list-style-type: none">• University's Proposal #1 – 2024-2027 Wage Parameters |
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Proposed Language

**Article 31
Employee Compensation**

[Remove Section 1 in its entirety and replace with the following]

Section 1

A. General provisions

1. Effective the first day of the first pay period following the date that the parties reach agreement on a successor collective bargaining agreement but no sooner than January 5, 2025, employees will receive an increase of three percent (3%) increase in base salary rate.
2. Effective July 13, 2025, employees will receive a two percent (2%) increase in base salary rate.
3. Effective January 4, 2026, employees will receive a two percent (2%) increase in base salary rate.
4. Effective July 12, 2026, employees will receive a two percent (2%) increase in base salary rate.
5. Effective January 3, 2027, employees will receive a two percent (2%) increase in base salary rate.
6. The parties acknowledge that once the Commonwealth provides the University with the necessary funding for collective bargaining agreements, the University's payroll staff needs to undertake a process to make the required changes in the payroll system and ensure these changes are fully compliant with the union contract and state and federal law. The amount of time required to make these changes will depend on the number of unions contracts that need to be paid out, the union headcount, the duration of the retroactive period (if any) and the number of other compensation changes in addition to the general wage increase. The University will make every effort to implement these

increases as soon as possible. In most instances, the increases will be implemented within two to three pay periods after the date of the receipt of funds from the Commonwealth.

B. Adjustment Pool

1. Effective the first day of the first pay period following the date that the parties reach agreement on a successor collective bargaining agreement but no sooner than January 5, 2025, an Adjustment Pool equal to \$200.00 per FTE in the bargaining unit, shall be established.
2. The amount of the adjustment pool as determined by the System Office is \$175,872.34.
3. The distribution of the Adjustment Pool shall be mutually determined by the Parties.
4. Funds from this pool shall not be used to increase salary rates or for classification increases. Eligible methods of distribution may include the following: Health & Welfare contributions, weekend differentials, shift differentials, holiday differentials, meal reimbursements, stand-by pay, uniform allowances, and mileage reimbursements.

C. Eligibility Requirements

To be eligible for any adjustment increases contained in sections A and B above, employee must be, including on authorized leaves of absences, on the effective date of such salary increases and either (a) on the payroll during the paid period during which such salary increase is implemented; or (b) retired, deceased or laid off after the effective date of such compensation increase. Employees who leave the University voluntarily or are discharged for cause after the effective date of the compensation increase are not eligible for any increase or any retroactive pay.