



Seven Steps to a Living Wage: A Bargaining Proposal

Presented By:


University Staff Association
Bargaining, Negotiations, and
Contract Action Teams
(USA CAT)

Introductions

- Bargaining Team
 - Mary Malinowski
 - Sheila Gilmour
 - Linda Fish
 - Heather Dierdre
 - Michelle McBride
 - John Slavkovsky
 - Kyle Chambers
 - Amy Helstowski
 - Dora Ramos
 - Casey Krone
- Negotiations Committee
 - Antonia Lynch
 - Ian Sedelow
 - Camille Godbout-Chouinard
 - James Poro
- SBR Coordinators
 - Andrea Lydick
 - Deborah Place
 - Chris Weeks
 - Antonia Lynch
 - Ian Sedelow
 - Camille Godbout-Chouinard



**In this
presentation:**

- We'll identify the current issues attributed to current wages across the union
 - We'll take a dive into the living wage proposal we will be bringing to Management in our next bargaining session
 - We'll go over the steps we'll need to take together to WIN this proposal
- 

DOES THIS SOUND FAMILIAR?

"I had a coworker who left for a better job, and I inherited their workload."

"When the university hosts events with food, I bring Tupperware to snag some food to feed my family."

"I had to put groceries on my credit card this week. It was that or just not eating."

"Rent in Amherst is 3 times what I make as a full-time employee at UMass Amherst."

"I had to put off surgery because I can't afford it. Maybe the problem will go away on its own."

We have a few problems here:

- Wages do not keep up with the cost of living, especially in the Amherst/Hadley local area
- Retention of knowledgeable staff is difficult, as many leave for better wages in the private sector or cannot afford to work at UMass Amherst any longer
- Our current wages have resulted in sharp increases in food, housing, and financial insecurity among our membership
- It doesn't take 14 years to master your job duties, but it takes 14 years to reach the top salary step

Low Wages Affect All of Us

- Many members at the top step have not received more than the parameter raise in YEARS
- Members on the middle steps have identified a "cliff" where other University employees decide to seek employment elsewhere
- Members at the bottom steps are below the "living wage scale" as reflected by the MIT Living Wage Calculator:

*"The living wage shown is the hourly rate that an **individual** in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. The tables...provide living wage estimates for individuals and households with one or two working adults and zero to three children."*



**Here's what we're
prepared to do
about it...**

New Seven Step Salary Chart for UMass Amherst employees effective July 2024

Based on UMass Amherst's Salary Schedule--Effective January 14, 2024

grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	step 8	New Step 1 Step 9	New Step 2 Step 10	New Step 3 Step 11	New Step 4 Step 12	New Step 5 Step 13	New Step 6 Step 14	New Step 7 new st 6+3%
1	\$ 1,262.48	\$ 1,285.49	\$ 1,308.89	\$ 1,332.73	\$ 1,356.97	\$ 1,381.75	\$ 1,406.88	\$ 1,432.50	\$ 1,458.62	\$ 1,485.24	\$ 1,514.85	\$ 1,545.16	\$ 1,576.06	\$ 1,607.57	\$ 1,655.80
2	\$ 1,287.46	\$ 1,310.45	\$ 1,333.90	\$ 1,357.78	\$ 1,381.99	\$ 1,406.77	\$ 1,431.99	\$ 1,457.57	\$ 1,483.70	\$ 1,510.15	\$ 1,540.35	\$ 1,571.17	\$ 1,602.52	\$ 1,634.59	\$ 1,683.63
3	\$ 1,308.51	\$ 1,334.39	\$ 1,360.83	\$ 1,387.73	\$ 1,415.21	\$ 1,443.32	\$ 1,471.86	\$ 1,501.03	\$ 1,530.74	\$ 1,561.11	\$ 1,592.30	\$ 1,624.18	\$ 1,656.58	\$ 1,689.72	\$ 1,740.41
4	\$ 1,345.26	\$ 1,371.28	\$ 1,397.70	\$ 1,424.69	\$ 1,452.27	\$ 1,480.20	\$ 1,508.83	\$ 1,537.93	\$ 1,567.66	\$ 1,597.88	\$ 1,629.83	\$ 1,662.43	\$ 1,695.65	\$ 1,729.52	\$ 1,781.41
5	\$ 1,368.47	\$ 1,396.60	\$ 1,425.24	\$ 1,454.53	\$ 1,484.34	\$ 1,514.82	\$ 1,545.99	\$ 1,577.72	\$ 1,610.17	\$ 1,643.16	\$ 1,675.98	\$ 1,709.50	\$ 1,743.66	\$ 1,778.50	\$ 1,831.86
6	\$ 1,419.34	\$ 1,447.27	\$ 1,476.02	\$ 1,505.11	\$ 1,534.90	\$ 1,565.22	\$ 1,596.16	\$ 1,627.70	\$ 1,659.88	\$ 1,692.67	\$ 1,726.52	\$ 1,761.04	\$ 1,796.24	\$ 1,832.15	\$ 1,887.11
7	\$ 1,454.71	\$ 1,485.45	\$ 1,516.68	\$ 1,548.77	\$ 1,581.44	\$ 1,614.82	\$ 1,648.97	\$ 1,683.74	\$ 1,719.27	\$ 1,755.55	\$ 1,790.68	\$ 1,826.50	\$ 1,863.00	\$ 1,900.25	\$ 1,957.26
8	\$ 1,489.00	\$ 1,522.14	\$ 1,556.03	\$ 1,590.65	\$ 1,626.08	\$ 1,662.30	\$ 1,699.38	\$ 1,737.22	\$ 1,775.89	\$ 1,815.47	\$ 1,851.72	\$ 1,888.80	\$ 1,926.58	\$ 1,965.08	\$ 2,024.03
9	\$ 1,545.99	\$ 1,582.21	\$ 1,619.23	\$ 1,657.14	\$ 1,695.99	\$ 1,735.72	\$ 1,776.34	\$ 1,817.89	\$ 1,860.50	\$ 1,904.10	\$ 1,942.17	\$ 1,980.97	\$ 2,020.61	\$ 2,060.98	\$ 2,122.81
10	\$ 1,606.29	\$ 1,644.83	\$ 1,684.31	\$ 1,724.69	\$ 1,766.09	\$ 1,808.41	\$ 1,851.82	\$ 1,896.25	\$ 1,941.70	\$ 1,988.30	\$ 2,028.04	\$ 2,068.60	\$ 2,109.93	\$ 2,152.16	\$ 2,216.72
11	\$ 1,662.69	\$ 1,704.66	\$ 1,747.72	\$ 1,791.84	\$ 1,837.09	\$ 1,883.42	\$ 1,931.00	\$ 1,979.80	\$ 2,029.68	\$ 2,080.90	\$ 2,122.52	\$ 2,164.91	\$ 2,208.24	\$ 2,252.39	\$ 2,319.96
12	\$ 1,736.42	\$ 1,780.65	\$ 1,825.91	\$ 1,872.40	\$ 1,920.02	\$ 1,968.77	\$ 2,018.84	\$ 2,070.19	\$ 2,122.83	\$ 2,176.81	\$ 2,220.31	\$ 2,264.75	\$ 2,310.00	\$ 2,356.16	\$ 2,426.84
13	\$ 1,834.20	\$ 1,880.95	\$ 1,928.92	\$ 1,978.10	\$ 2,028.52	\$ 2,080.21	\$ 2,133.25	\$ 2,187.60	\$ 2,243.43	\$ 2,300.56	\$ 2,346.64	\$ 2,393.51	\$ 2,441.36	\$ 2,490.17	\$ 2,564.88
14	\$ 1,910.89	\$ 1,965.24	\$ 2,021.28	\$ 2,078.94	\$ 2,138.12	\$ 2,199.12	\$ 2,261.75	\$ 2,326.23	\$ 2,392.55	\$ 2,460.76	\$ 2,509.93	\$ 2,560.13	\$ 2,611.27	\$ 2,663.49	\$ 2,743.39
15	\$ 2,007.23	\$ 2,066.38	\$ 2,127.22	\$ 2,189.82	\$ 2,254.27	\$ 2,320.54	\$ 2,388.84	\$ 2,459.18	\$ 2,531.58	\$ 2,606.18	\$ 2,658.27	\$ 2,711.45	\$ 2,765.66	\$ 2,821.03	\$ 2,905.66
16	\$ 2,115.83	\$ 2,180.30	\$ 2,246.64	\$ 2,315.00	\$ 2,385.47	\$ 2,458.08	\$ 2,532.81	\$ 2,609.98	\$ 2,689.41	\$ 2,771.24	\$ 2,826.67	\$ 2,883.16	\$ 2,940.82	\$ 2,999.58	\$ 3,089.57
17	\$ 2,243.43	\$ 2,310.46	\$ 2,379.44	\$ 2,450.62	\$ 2,523.81	\$ 2,599.27	\$ 2,676.95	\$ 2,756.97	\$ 2,839.37	\$ 2,924.21	\$ 2,982.66	\$ 3,042.29	\$ 3,103.12	\$ 3,165.19	\$ 3,260.15
18	\$ 2,350.76	\$ 2,422.14	\$ 2,495.71	\$ 2,571.46	\$ 2,649.57	\$ 2,730.06	\$ 2,812.99	\$ 2,898.32	\$ 2,986.41	\$ 3,077.07	\$ 3,138.66	\$ 3,201.32	\$ 3,265.35	\$ 3,330.66	\$ 3,430.58
19	\$ 2,472.43	\$ 2,548.33	\$ 2,626.54	\$ 2,707.26	\$ 2,790.32	\$ 2,876.00	\$ 2,964.25	\$ 3,055.29	\$ 3,149.11	\$ 3,245.79	\$ 3,310.73	\$ 3,376.88	\$ 3,444.43	\$ 3,513.27	\$ 3,618.67
20	\$ 2,605.24	\$ 2,683.72	\$ 2,764.47	\$ 2,847.70	\$ 2,933.41	\$ 3,021.71	\$ 3,112.65	\$ 3,206.34	\$ 3,302.82	\$ 3,402.22	\$ 3,470.24	\$ 3,539.66	\$ 3,610.40	\$ 3,682.62	\$ 3,793.10
21	\$ 2,726.44	\$ 2,809.80	\$ 2,895.63	\$ 2,984.13	\$ 3,075.35	\$ 3,169.34	\$ 3,266.22	\$ 3,366.14	\$ 3,469.03	\$ 3,575.03	\$ 3,646.55	\$ 3,719.46	\$ 3,793.82	\$ 3,869.62	\$ 3,985.71
22	\$ 2,861.74	\$ 2,949.80	\$ 3,040.55	\$ 3,134.15	\$ 3,230.62	\$ 3,330.07	\$ 3,432.55	\$ 3,538.19	\$ 3,647.14	\$ 3,759.35	\$ 3,834.57	\$ 3,911.24	\$ 3,989.46	\$ 4,069.20	\$ 4,191.28
23	\$ 3,008.26	\$ 3,098.94	\$ 3,192.33	\$ 3,288.56	\$ 3,387.64	\$ 3,489.71	\$ 3,594.95	\$ 3,703.29	\$ 3,814.81	\$ 3,929.87	\$ 4,008.45	\$ 4,088.54	\$ 4,170.30	\$ 4,253.68	\$ 4,381.29
24	\$ 3,144.30	\$ 3,239.30	\$ 3,337.10	\$ 3,437.96	\$ 3,541.78	\$ 3,648.74	\$ 3,759.00	\$ 3,872.56	\$ 3,989.52	\$ 4,110.09	\$ 4,192.29	\$ 4,276.08	\$ 4,361.58	\$ 4,448.75	\$ 4,582.21
25	\$ 3,280.27	\$ 3,380.06	\$ 3,482.79	\$ 3,588.57	\$ 3,697.79	\$ 3,810.18	\$ 3,926.04	\$ 4,045.36	\$ 4,168.37	\$ 4,295.12	\$ 4,380.99	\$ 4,468.64	\$ 4,557.95	\$ 4,649.10	\$ 4,788.57
26	\$ 3,401.42	\$ 3,505.41	\$ 3,612.53	\$ 3,723.04	\$ 3,836.81	\$ 3,954.15	\$ 4,074.91	\$ 4,199.54	\$ 4,327.82	\$ 4,460.18	\$ 4,549.33	\$ 4,640.34	\$ 4,733.09	\$ 4,827.72	\$ 4,972.55

KEY to Chart

- \$ ####.## Biweekly wages under the Massachusetts living wage for single adult earner with no dependents using the current 14-step scale (\$2,231.20)
- \$ ####.## Biweekly wages under the Massachusetts living wage for single adult earner with no dependents using the proposed new seven-step scale (\$2,231.20)
- \$ ####.## Biweekly wages over the Massachusetts living wage for single adult earner with no dependents using the proposed new 7-step scale (>\$2,231.20)

Reducing the Steps from 14 to 7

- The wage proposal will remove the lowest 8 steps and create a new step above the current step 14 (based on an increase of 3%).
- There are three plans we are asking YOU to consider before we present this proposal to management.

Plan A: The Seniority Proposal

- Everyone moves to the step that matches their seniority
- USA members who are currently on **Steps 1-6** would be placed on the new steps 1-6 (currently steps 9-14)
- Employees on **Step 7 or above** would be placed at the new Step 7 (currently does not exist)*

*This is in addition to proposed base pay increases under
USA Proposal #9: Article 14
Employee Compensation/Dedicated Service Recognition

Plan B: The Accordion Proposal

- Condenses the 14 current steps uniformly among the 7 new steps.
- New step is your current step divided by two, rounded up to nearest whole number.

New Step 1		New Step 2		New Step 3		New Step 4	
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8


New Step 5		New Step 6		New Step 7*	
Step 9	Step 10	Step 11	Step 12	Step 13	Step 14

*This is in addition to proposed base pay increases under
USA Proposal #9: Article 14
Employee Compensation/Dedicated Service Recognition

Plan C: The Consolidation Proposal

- All members currently on **steps 1-9** will be shifted into the new step 1 (current step 9)
- Members on **steps 10-13** will be shifted to new steps 2-5
- Members who have been on **step 14 for less than 1 year** will be shifted into the new step 6
- Members who have been on **step 14 for 1 year or longer** will be shifted into the new step 7*

*This is in addition to proposed base pay increases under
USA Proposal #9: Article 14
Employee Compensation/Dedicated Service Recognition



“This is a lot to ask... how can you justify asking for so much?”

Members and management agree that retention has been a massive issue across campus

Other unions have ambitious proposals on the table:

-PSU A's starts at 60k a year.

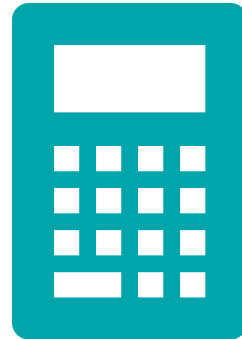
-GEO just won a 24.7% raise over the life of their contract! New minimum of \$36.67/hr in FY24-25, \$38.89/hr in FY25-26, \$41.24/hr in FY26-27

Wages. The University has benefitted from keeping wages low for years, resulting in wages falling below the living wage scale. We would not need to ask for such a dramatic increase if the University kept up with the cost of living

Costs for this proposal will be offset somewhat by savings associated with hiring and onboarding new hires, and reducing the need for out-of-title work

Across the state, unions fought for and won the Fair Share Amendment, which granted millions of dollars in additional revenue to the state university system. It's time for the University to pay THEIR fair share!

Consider Your Floor



Click the link **in the chat** to our
7 Step Calculator, specifically programmed to tell
you what each implementation would deliver for you.


POLL!

We have presented 3 possible implementations for the 7-step salary scale, and now we want to hear from you. Your answers to the following questions will help the Bargaining Team and Contract Action Team direct their negotiations and organizing in the coming months.






POLL: Between the 3 plans, this one would improve my life the most:

- A. The Seniority Plan** (Everyone moves to the new step that matches their current seniority. Steps 7-14 go to new step 7.)
 - B. The Accordion Plan** (Condenses the 14 current steps uniformly among the 7 new steps.)
 - C. The Consolidation Plan** (Current steps 1-9 go to new step 1; steps 10-13 go to new step 2-5; step 14 for < 1 year goes to step 6; step 14 for > 1 year goes to step 7)
- 




POLL: My biggest priority in these negotiations are:

- A. Getting raises as quickly as possible; I am willing to make large concessions in the interest of settling the contract quickly.
 - B. Raising the salaries of those in the bottom half of the salary step chart.
 - C. Raising the salaries of those in the top half of the salary step chart.
- 



POLL: I will commit to the following actions over the next 2-3 months to help win the contract and raises we deserve:

- A. Online actions: signing petitions, participate in email campaigns to administration.
 - B. In-person actions: showing up to rallies and demonstrations on-campus.
 - C. Organizing: joining the Contract Action Team to help organize campaigns and actions to build our union's strength.
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The background features a large teal semi-circle on the right side. To its left, there are several abstract shapes: a purple square outline, a purple triangle outline, a solid brown circle, a solid orange circle, and several orange dashed lines of varying lengths and orientations.

"This sounds great, but how realistic is this proposal?"

**THAT DEPENDS
ON YOU!**

We cannot win this proposal alone.

- The best arguments at the bargaining table WON'T win this contract; a strong and unified union that is willing to SHOW UP to fight for this contract WILL.
- The more support we receive for this proposal, the harder it is for management to ignore our demands at the bargaining table.
- Several successful campaigns over the last year have shown that when we fight together, we WILL WIN TOGETHER!

We cannot win this proposal alone.



Sign the Living Wage Petition NOW!



Join us for our Living Wage rally actions:

12/3, 1pm-2pm: Poster-Making Party, Hampshire House

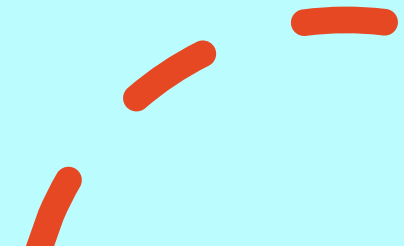
12/5, 12pm-1pm: Living Wage Rally, Whitmore



Sign up to join your Bargaining Team at the table as a Silent Bargaining Representative!



We can act now! 2 minutes to sign the Living Wage Petition!

- If you've already signed, send the link to your co-workers!
- 

Become a Silent Bargaining Representative

- Every other Wednesday, 9:40am-1pm
 - Orientation 9:40-10, Bargaining 10-12, Optional Debrief 12-1
 - *Note: The December 11 session is 8:40-12 (Bargaining 9-11)*
- You can join the Bargaining Team and listen to what is said on both sides of the table, both in session and in caucus/debrief
- Input we have received from SBRs has already been taken into account in proposals (*including this one!!*)
- Sign up via the link in the chat
- **SBR Coordinator Team:** Antonia Lynch, Deborah Place, Chris Weeks, Andrea Lydick, Ian Sedelow, Camille Godbout-Chouinard

Questions?
Comments?
Concerns?





Thank you!

We will see you on December 5th!

