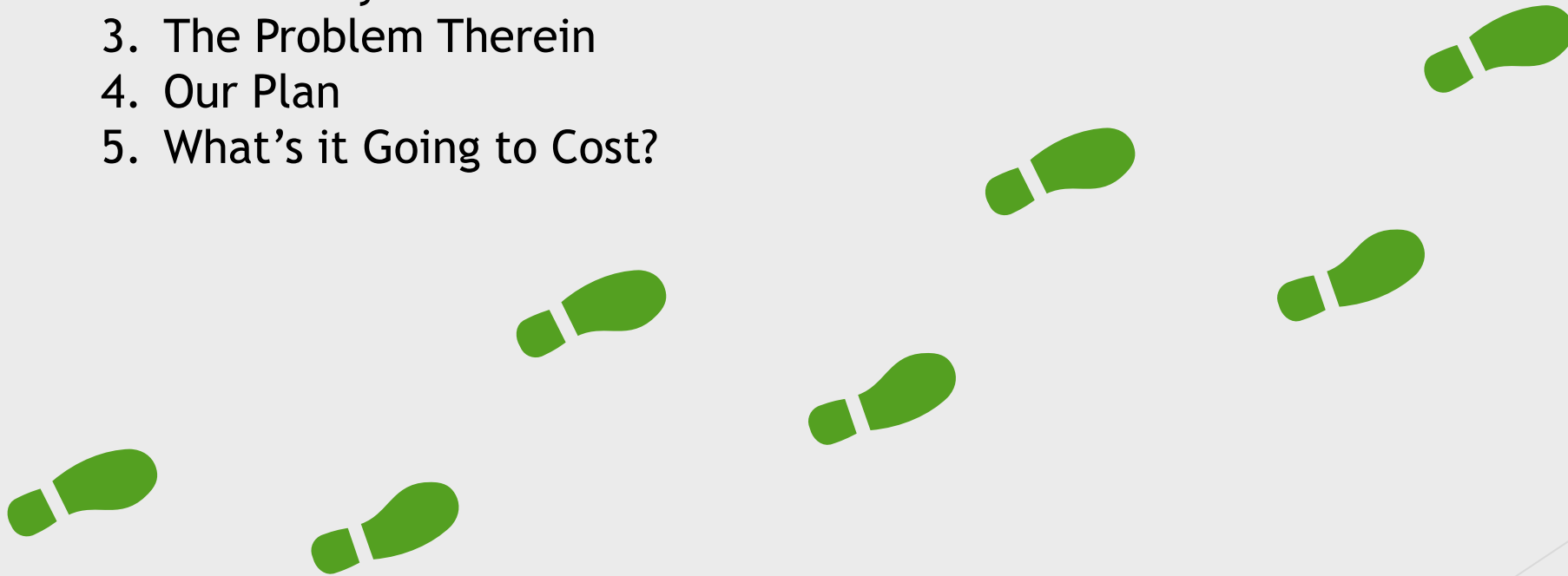


# University Staff Association's **SEVEN STEP PROPOSAL** for a **LIVING WAGE**

1. A Quick Recap...
2. The Salary Chart
3. The Problem Therein
4. Our Plan
5. What's it Going to Cost?



Presented by Chris Weeks

## A Quick Recap... USA Proposal 15 (Article 14)

- ▶ As of July 1, 2024, the number of steps in the salary chart shall be reduced from fourteen (14) to seven (7) using the attached chart [next slide].
- ▶ As of July 1, 2024, all employees 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, which shall be 3% higher than step 14 under the 2023-24 step and grade chart. Employees shall be paid retroactively from July 1, 2024, to reflect the salary of their new step.

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

Based on UMass Anherst'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

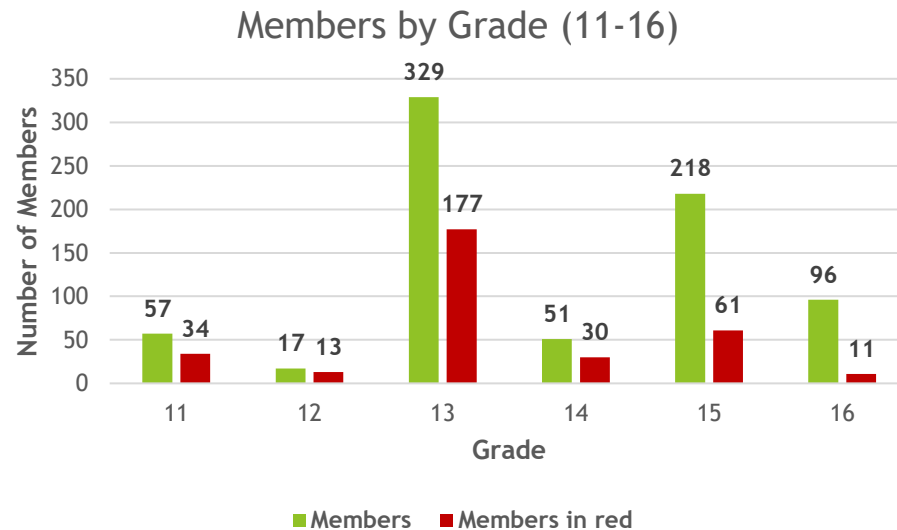
## KEY to Chart

- \$ ####.## 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)

# The Problem Therein

- ▶ 326 (39.2%) USA members live in the red (below a living wage)

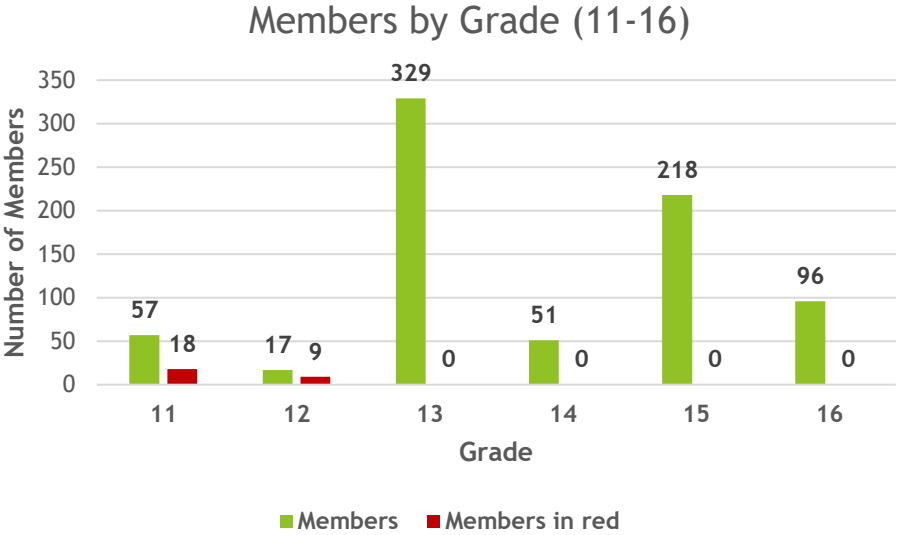
Grade	Step above red	Members in red	Percent of Grade
11	14	34	59.65%
12	12	13	76.47%
13	9	177	53.96%
14	7	30	58.82%
15	5	61	27.98%
16	3	11	11.46%
	Total:	326	
	Percent of USA:	39.23%	



# Our Plan

- ▶ Drop the bottom 7 steps and give every member a meaningful raise.

Grade	Step above red	Members in red	Percent of Grade
11	6	18	34.62%
12	4	9	52.94%
13	1	0	0%
14	1	0	0%
15	1	0	0%
16	1	0	0%
Total:		27	
Percent of USA:		3.25%	



Data taken from January 2025 membership list

# What's it going to cost?

- ▶ Annual Cost = Weeks Worked x FTE status x Comp Rate
  - ▶ Current annual payroll: \$49,599,944.66
  - ▶ Adjusted for new steps: \$55,756,150.77
  - ▶ Additional annual cost: **\$6,156,206.11** or 12.41% increase
- ▶ Broken down by biweekly cost:
  - ▶ Current biweekly cost: \$1,938,235.83
  - ▶ Adjusted for new steps: \$2,182,963.14
  - ▶ Additional biweekly cost: **\$244,727.31**

# What's it going to SAVE?

These estimates can be offset when factoring in certain savings from:

- Fewer Delayed Healthcare Costs
- Fewer Employees Lost to Attrition
- Less Onboarding = Fewer Onboarding Costs
- Prevents a Reduction in Services