

# UMASS JOINS RACE TO BOTTOM

## UNIONS UNDER ATTACK!

UMass unions are in a fight with management over the most fundamental issues facing working people: **fair compensation, decent benefits and respect on the job.**

Below are just some of the concessions the UMass Administration is demanding:

### Attacks on fair compensation:

- Weaken overtime provisions for classified staff
- Eliminate comp time for exempt employees, so there will be no earned time off when we're required to work beyond our regularly scheduled hours
- Eliminate on-call pay for many employees, so they can be required to be on-call during evenings and weekends with no additional compensation
- Eliminate contract language ensuring pay equity among workers and reasonable promotional increases

### Attacks on benefits:

- Limit access to paid family medical leaves
- Reduce sick leave and vacation benefits for new employees

### Lack of respect on the job:

- Weaken promotional opportunities for employees and eliminate contract language governing searches for filling positions, allowing favoritism to rule
- Eliminate contract language requiring notice of less-than-satisfactory job performance, so workers can be penalized without being given a chance to improve

When asked why these concessions are necessary, management's response has been along the lines of, "Employees at other workplaces and those without union representation don't have these benefits – so, why should you have them?" Our public higher education administrators should not be joining in the race to the bottom; they should not be working to wring minimal savings out of working people, while administrators at the top enjoy raises and bonuses.



*"...and the winner of this week's "Race to the Bottom" is..."*

**STAND WITH THE  
UMASS UNIONS!**

**SIGN THE  
PETITION TO  
STOP THESE  
CUT-BACKS!**

# SPREAD THE WORD!

Public sector workers at UMass are under attack!

Help us spread the word. Here is a draft email for use with your members, along with the link to the on-line version of the petition.

**To:** *All MTA members*

**Subject:** *Support our sisters and brothers in higher education*

*Union members at UMass are facing concessionary demands from the UMass Administration. These demands hit at the heart of what we fight for as unions – fair compensation, decent benefits and respect on the job. Here's how a few UMass employees put it:*

*“How can students and the community get the education they deserve if faculty and staff aren't given the support they need?”*

*“It is the faculty and staff who make up the day to day function of the university, without them (us) the university would not be the institution that it is. Punitive cut backs and policy changes tell us all that our service is undervalued and that we are all viewed as disposable. We are not disposable; we are valued and worthy of dignity and respect. To treat us as ‘less than’ is shameful.”*

*Show your support by signing the petition at: <http://tinyurl.com/q27qqns>*

**Thank you for your support and solidarity!**

## CONTACT INFORMATION

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