

"Everyone who denied this clearly doesn't know what it's like to not be able to afford rent and utilities, never mind trying to choose between rent and buying your child a birthday present. This University just got MILLIONS of dollars and you're going to deny helping your employees."

"Why discriminate based on union membership?"

"To expect the same work ethic from all and then to exclude employees from a bonus that everyone else is getting because they are unionized is totally unfair."

"Neither non-union nor union employees were expecting a bonus to be given to them when we worked equally throughout the pandemic. Now we ALL should be shown an equal amount of appreciation as being a SHARE member does not change the fact that we all continued to equally work as the team that we are."

"Everyone worked through the pandemic, including SHARE employees. How is that fair to include every other employee besides those represented by the SHARE union? We work just as hard and have worked just as much as others during the pandemic, and times are hard for everyone right now, not just for employees who are not with SHARE. This payment can help families in need."

"I went into the office all through covid and have been effected by the cost increases due to covid like everyone else and could really use that bonus."

"My commitment to the CCU and the community that we serve is very important to me. However, I don't feel appreciated for my hard work and dedication my co workers and myself have contributed to this organization. Please consider us and approve for us to get this \$1750."

"Send for everyone. Thanks!!"

"No, it should not be part of negotiations. We worked thru COVID."

"Both union and non-union employees are experiencing financial hardship with inflation and the increasing cost of living. SHARE staff worked through the pandemic just like the non-union staff."

"Withholding the bonus and making it a part of the contract negotiations does not show that UMass management appreciates our pride and loyalty."

"I worked throughout the pandemic on a low salary that is not a living wage in this city, and my worksite was tremendously short-staffed."

"Union employees worked through the pandemic alongside non-union employees, and we all deserve to be recognized for our perseverance and dedication to the University."

"If the bonus is delayed until after negotiations, it should be raised to \$2000, to compensate for the lateness."

"It is preposterous to disregard our efforts as if we aren't single parents, suffered loss of loved ones, moved mountains to thrive through all the same adversities we all went through in the past 2+ years. Have some basic decency and reconsider your tone towards SHARE."

"Stop pitting non-union against union employees."

"Why should I be overlooked, disrespected, and treated as a less important employee?"

"We worked during COVID. We need to be recognized now for our hard work during the pandemic."

"The School's decision to not offer SHARE union members the COVID Appreciation Bonus felt like a kick in the gut. I know it was taken similarly by my colleagues in the SHARE Union. Please reconsider. If not because we have earned it as well, then for retention and morale purposes."

"The people who are in SHARE are the ones who need it the most financially. A bonus should not need to wait."

"SHARE members still work for UMass Commonwealth Medicine and our Department of Clinical Pharmacy Services worked without delay. We transitioned seamlessly to remote work and upheld all our contracts to the highest standard. There should be no reason that we shouldn't receive the bonus."

"SHARE members were at an extremely high risk of being exposed to COVID working at the CCU. Many staff got it. SHARE members still showed up everyday to work during an extremely challenging period."

"As a union employee I am also entitled to the same bonus as I worked through the pandemic just as the non-union employees that received it. I also had to adjust to work from home when we did not have a choice. We needed to make a lot of adjustments to be able to work from home, which has cost me more money in electricity, internet, and heating/cooling."

"I never stopped working during the pandemic, I did not get the privilege of being safe at home. Instead, EVERY SINGLE DAY, I showed up. It was my coworkers and me who kept the animals alive and well. It was us that allowed research to continue. It was us that helped to keep this place going. We were NEVER acknowledged by the University for our work or our sacrifices. Giving us this bonus, we deserve is not doing us a favor."

"We need that money now, just like everyone else. We are feeling the financial effects and burnout from working during the pandemic. If the whole point of the bonus is to provide appreciation and the University cares at all about their employees whatsoever, it makes sense to give it to us now."

"I am working as Research Assistant in the emergency department. The front line of the pandemic fight."

"I feel sad and disheartened that we must negotiate to be appreciated for working through a nationwide pandemic alongside the rest of UMass. I would've thought we were all in the same boat, together, fighting for a common goal, but clearly, I was wrong. This makes me feel like we have no worth in the eyes of UMass."

"The COVID Appreciation Bonus has absolutely nothing to do with negotiations."

"If we were to receive the Covid Appreciation Bonus it could help with retention, and we may not have such high staff turnover."

"I've had to pay out of pocket for several upgrades to my home in order to accommodate a home office, as well as upgrading my internet; neither of which I needed prior to working from home. This feels like a 'slap in the face' for us to not be included in the COVID appreciation bonus."

"I've only been here for 2 months, but all the union employees that worked during Covid, "should" get the \$1,750 Covid appreciate pay."

400 SHARE members call upon the University to show us the appreciation and respect we deserve!

"I think it would only be fair to get it now since we have worked through COVID with non-union members."

"This is not fair! They should be ashamed that they are not going to recognize the lower paid employees for their hard work and that it has to be part of our contract negotiations before they decide anything!"

"The employee appreciation bonus has nothing to do with raises and should not be included in negotiations. If this bonus is about employee appreciation, then why wait?"

"I feel like it isn't right for half of UMass to get a Covid bonus as appreciation for working during the pandemic, while the other half (union) did the same thing, but we have to wait or maybe not get it at all."

"Why leave SHARE employees behind after all the hard work we did during this public health emergency? This is unacceptable, but I have faith that UMass Chan will show their appreciation to all employees."

"Forcing the union to fight for what amounts to the minimum that other employees receive is exactly why we need one in the first place. Who are you to say that I haven't suffered through hardship during COVID or that in order to be thanked and "appreciated", I must negotiate?"

"If SHARE employees weren't working along with everyone else during that time period, the Medical School wouldn't have succeeded at all, and no one would have gotten the bonus."

"We are all UMass employees, and we should all be treated with respect, as we all worked hard during this global pandemic."

Inflation is through the roof and extra money is so desperately needed right now.

"Throughout this country, money was allocated specifically for COVID bonuses. Why is a percentage of the university's front-line workers not eligible for these bonuses? Aren't contracts a separate event? One should have nothing to do with the other."

"We should receive the bonus now because we more than deserve it. We have faced COVID and inflation just the same as the rest. We've also been a short-staffed department for years. We have been doing more than our fair share of work and deserve to be compensated for it."

"A bonus is a bonus and should not be a negotiated!"

"People that were at work and working full-time during the pandemic should be compensated."

"We deserve it now. We all worked through the pandemic. Whether at home or going in shouldn't matter."

"I worked as a Mental Health Counselor since the beginning of the pandemic and the resources that we were given to protect ourselves from contracting COVID were not ideal. We were putting our well-being and the well-being of our families at risk everyday that we came in. However, we still put the care of our patients first. I believe that our hard work during such a difficult time should be as appreciated as everyone else."

"Please complete this bonus payment independently of the contract, as an act of good will. It would be enormously appreciated by all the hard-working SHARE Union members of UMass Chan Medical School."

"It would help with over-inflation."

"My colleagues worked and were pushed to the limit during the last 2 years. Now we must feel insulted because union members aren't as appreciated as others?"

"Giving the bonus now shows that our employer sees and treats all employees equally. That they truly appreciate all their employees, and they actually care about the well being of the staff. That they know, we, the workers, are the ones that have made the continued growth and success of the programs at UMass possible, despite a pandemic."

"Since I worked through the pandemic and made the necessary adjustment to working from home and was excluded from the bonus, I feel like a 2nd class employee -as if I am not an integral part of the work done by the department."

"Giving this bonus to everyone else while actively excluding SHARE members to the point of making it part of a contract just feels like UMMS doesn't appreciate these staff members at all, despite them doing the same work, during the same time."

"It seems to me from a humanistic standpoint that dedicated employees, be it union or non-union designation, should be rewarded equally for working side-by-side with their fellow essential employees."

"I feel marginalized by this decision. I worked all through COVID and we shouldn't be left out. Why the dismissiveness? Are we not valued equally?"

"I expect UMass Chan to be fair with all their employees, especially where they gave non-union individuals this benefit ahead of schedule in appreciation of their work during COVID. We worked very hard during the same period. We should receive this bonus ahead of our negotiations too!"

"So, if we have earned this, what is there to negotiate? A slap in the face. An insult."

"We worked through COVID just like everyone else. Whoever is in charge of making this decision is obviously not in the union. How would they feel if they didn't get the bonus but everyone else did? This decision doesn't even make sense to me."

"It would be better to give the bonus now (we are, after all, still employees of the School). The bonus can be taken care of during this fiscal year and won't have to be part of negotiations."

"I would like to receive it now while we are facing high costs of groceries, gas and housing. Thank you."

"We deserve the bonus."

"If anyone deserves the bonus, it should be the essential employees."

"What management did by not giving us this bonus was to say to us that we are not appreciated for all the work that we did during the pandemic and what we do for UMass. Is this really the message you want to be out there?"

"We've worked the same conditions as everyone else and so we deserve the bonus that is being given to them as well."

"This entire "state-of-affairs" about COVID makes me feel that the backbone of UMass' essential workers is being completely swept under the rug and ignored and without the union workers, UMass would have never made it through the pandemic."

"While we all need it, some more than others, it's not just about the money. This is appreciation for the hard and dedicated work we have all done and continue to do, along with the risks that we have all taken."

Appreciation Should Not Have To Be Negotiated

"Union members have been working just as hard and through just as difficult of circumstances as everyone else. Union members are dealing with inflation, socio-economic, emotional and physical health issues just as our non-union counterparts. It is insulting for union members to not be afforded the same credit and appreciation as our non-union coworkers."

"They promote inclusion, yet when it comes down to it, by not giving SHARE members the same COVID bonus as the rest of the employees, they are basically saying that they don't care about us, even though we were working during the same COVID pandemic as the rest of the employees."

"As a woman of color, it felt like, "here it is again!" Another avenue in which I am being made to feel less than my peers because I have a unique disqualifying mark -I'm a union member. Why does there have to be a divide? I worked just as hard and was loyal as my non-union peers."

"A" bonus" is not negotiated, it is just given."

"Do you have any idea what this extra "bonus" could do for me?"

"I am not aware of anything in our contract stating we would have to negotiate for a bonus."

"In my department I have a co-worker that was here every day during Covid. She did not work from home and is still not working from home now. Just because she is a SHARE member, she can't have the bonus? How is that fair to her and other SHARE members?"

No one has worked harder than the Union employees as always, our jobs are always more demanding but though the pandemic most of us were front line workers. There was no hesitation when it was given to the first group. Why do you consider us less worthy?"

"Why should the union be punished and be treated less than other employees? I came to work every day just like they did. Why should I be penalized?"

"SHARE members worked through the COVID 19 pandemic, making UMMS a priority. On the backs of SHARE members, we supported and worked daily for the University."

"Really starting to feel unappreciated for my efforts in coming in everyday to do my job. We are all short staffed and under paid!"

"I tried, and worked very hard and safely through COVID, so I hope to get the bonus to SHARE members now. Thank you so much!"

"We all deserve the bonus because we all went through the pandemic, inflation and depression."

"The decision to not compensate SHARE members is clear unappreciation of our hard work. It ignores, diminishes, and devalues the dedication SHARE members put forward during a time it was needed."

"Essentially you are telling us that we are not appreciated. This tells me you are using this as a bargaining tactic."

"We're dedicated staff, who are basically the gatekeepers to assist researchers bringing money into the University. Without us, the University wouldn't have been as profitable. You should be as dedicated to us and appreciate the work we do. The bonus would help my family immensely."

"We were putting our health and our families' health at risk in order to continue the research at our fine institution. I personally contracted COVID while working at UMass during the winter of 2020-2021 and I believe that I am owed the same bonus that other employees have received."

"Please propose the COVID Appreciation Bonus to all of us union members. It will be greatly appreciated and hope to hear good news as we all deserve it."

"I would like them to recognize us and what we did during this time, that we all worked in a very stressful period."

"Actions like this on the part of UMass speak volumes regarding their respect for everyday, dedicated and hardworking employees."

Where does inclusion fit in to this equation?

"We make the least and receive the least. That is reprehensible and disrespectful toward the SHARE union members."

"Bonuses have not been tied to the SHARE contract, so why now? And why this one?"

"COVID has been impacting all workers at UMass regardless of being a union or non-union employee. There is no logical reason why union employees should have to wait until during or post negotiations."

"Why is my contribution considered less than every other employee of the University? Why should I be overlooked, disrespected and treated as a less important employee?"

"It's discrimination plain and simple."

"Quote from faculty member: 'That is the worst thing the Chancellor could have done. You don't give some people a bonus and not the others.' This lowers morale for those that didn't get the bonus. Just makes me personally want to look for a new job."

"SHARE members worked just as hard during the pandemic as non-union employees, with many of us coming on site five days a week. The School could have not met their deadlines without us. The bonus is exactly what it states, a bonus, and should be separate from any negotiations. It is totally an unfair gesture on the School's part."

"Since this is an appreciation bonus, it doesn't make it feel this way when it's being negotiated. It makes me feel not seen and undervalued."

"This whole situation is amazingly frustrating and does not give me any faith or loyalty to this organization."

"It implies that the struggles shared by all employees over the past years did not matter if you are part of a union."

"I think its rather rude that we have to "negotiate" in order to be appreciated in the same way."

"For an organization that promotes diversity and inclusion, it seems unfair to separate union and non-union employees when we all have worked through COVID equally. All employees, both union and non-union, deserve the same appreciation as difficulties are the same for all."

"Without the union workers, UMass Chan would have never made it through the pandemic!"

"Something that everyone else got. Seems very unethical. Not to mention demeaning. Do the right thing for your employees."

"I don't understand how you are not playing fair. We are all employees and should be treated equally."

"The Appreciation Bonus is just acknowledging that all employees worked during the pandemic. We had to quickly learn how to work remotely, and management pulled all their staff to become innovators in ways to process efficiently."

always
ESSENTIAL!



"We all work in this great institution together and are proud to be a part of this team no matter what our title is. Understandably this was a very challenging time for all, but I feel that we should be treated with the same dignity as our non-union coworkers."

"Everyone regardless of being in the union should receive the bonus."

"We all continued to work very hard during the pandemic, yet this is being used as a bargaining chip in negotiations."

"We are part of the UMass Chan team. We also have been working hard and doing our best despite how COVID has affected us. Why aren't we being considered for this bonus as well? Are we not worth it?"

"We worked so hard coming to work everyday, trying to protect ourselves from COVID-19 while most of the employees that worked from home are the ones that are getting the bonus!!!"

"SHARE members, myself included, have been putting in hours and hours of work to not receive this same level of appreciation, makes me not only feel unappreciated, but it makes me feel like I'm not a valued member in the UMass community, just because I chose to be a part of a Union."

"We are all employees for the State, and we all deserve to be recognized and appreciated for our contribution during the COVID pandemic. The response we got from management was that it would need to be part of negotiations, they do not want to give SHARE members a bonus at this time. What is there to negotiate? Are we appreciated?"

I do not understand why management would NOT give us such a bonus. We worked as hard as all of the other employees at UMass. And isn't the bonus given as a response to our diligence working through the pandemic?"

"By saying that we must add this as part of negotiations is saying that we have to negotiate to be appreciated."

"Giving us the COVID Appreciation Bonus to SHARE members now will show how you APPRECIATE your staff whether they are unionized are not. How do you expect union staff to feel equal with our peers, when we are not treated as such? "

On April 15th, UMass Chan Medical School delivered a \$1,750 COVID Appreciation Bonus to non-union staff, but not to SHARE members. The University took the position that SHARE staff would not receive a COVID Appreciation Bonus outside of contract negotiations. Here is our response.

We, as SHARE members, feel hurt and disrespected to be excluded. We have been through a lot together in the last two years. The COVID-19 pandemic turned the workplace (and our lives) upside down. Like our fellow non-union coworkers, we adapted to the changing and challenging work conditions. We rose to the occasion when we were sent home to work from our kitchens, brought back to work hybrid schedules, or simply continued showing up to the campus every day, risking our health and the health of our loved ones. We kept UMass Chan running to advance the mission of the University. Like other UMass Chan employees, we are facing the financial challenges that come with inflation, including the rising costs of housing and fuel that have a disproportionate impact on lower paid employees. It's only fair and right that SHARE members are recognized, like our non-union coworkers, for our contributions and sacrifices.