

SHARE - UMass Chan Medical School

Tentative Contract Agreement

July 1, 2022—June 30, 2025

Our SHARE Negotiating Team has reached a tentative agreement with UMass Chan Medical School. The next step is for SHARE members to understand what's in the agreement, and to decide what they think about it. The tentative contract takes effect if it is ratified by a majority of SHARE members voting "Yes".

Raises

Increase to base pay:

- **SHARE members who have completed their probationary period on 7/3/2022 will receive:**
 - Year 1 (retro to 7/3/2022): **4.75%**
 - Year 2 (7/2/2023): **\$0.75/hour or 2%**, whichever is more for you
 - Year 3 (7/14/2024): **\$0.75/hour or 2%**, whichever is more for you
- **SHARE members who were in their probationary period on 7/3/2022** will receive a 1.5% raise to base effective after completion of the 6-month probationary period, and raises for years 2 & 3 as above.
- **SHARE members hired after 7/3/2022** will receive raises for years 2 & 3 as above

Other notes about raises:

- All SHARE members will receive a full raise added to base pay every year of the contract even if they are at the maximum of their grade.
- The minimum of each grade will move by 1.5%. SHARE employees below the new minimum of their grade will move to the new minimum before receiving their yearly raise.
- To get the raise and retro, SHARE members must be on the payroll on the effective date of the raise (7/3/2022) and on the date the raise and retro are delivered. There are exceptions for people who retire or are laid off after 7/3/2022. SHARE members who were promoted out of SHARE after the non-unit raise and bonus, but before the SHARE raise was delivered, can request to have their case reviewed by UMass Chan and SHARE.
- If UMass Chan negotiates any agreement with other unions (excluding CIR-SEIU) which include annual wage increases or bonuses that are greater than the ones in this SHARE contract, negotiations will reopen to address any disparity.
- Other provisions of the existing contract, like bonuses for performance evaluations, and structural raises, will continue as before.

Covid Appreciation Bonus

SHARE employees who have completed their probationary period by 10/17/2022, and are on the payroll during the pay period when the bonus is delivered, will receive a one-time lump sum of \$1,750. SHARE members who were promoted out of SHARE before the bonus was delivered can request to have their situation reviewed by Human Resources and SHARE.

Reclassification and Wage Structure

SHARE and UMass Chan have agreed to establish a process to jointly review the classification of the following titles: Research Lab Aide II, Peer Mentor, and Custodian II/Driver. Additionally, Animal Care Tech I-IV and Mental Health Counselor I-II may be reviewed through the "Individual Reclassification Request" process.

SHARE and UMass have also agreed to convene a joint committee to meet within 120 days of ratification to discuss alternatives to the current wage structure.

Childcare Fund

The Childcare Fund will now cover eligible expenses for academic enrichment activities for kids ages 13-18, in addition to our usual childcare eligible expenses for licensed childcare centers, licensed family providers, after-school programs, summer camps or snow camps, and in-home providers. The adoption fund will also continue.

For each year of this Agreement, UMass will contribute to our childcare account:

Year 1: \$70,000

Year 2: \$77,500

Year 3: \$85,000

Mandatory Overtime at ACCU

Due to staffing shortages at the Adolescent Continuing Care Units:

- we agreed that mandatory overtime is a last resort; and
- we agreed to a detailed process for how mandatory overtime should be handled, including what happens if a staff member is wrongly mandated.

Additionally, we have agreed on **calendar year mandation limits for extended mandations of 90-minutes** or more: **employees may only be mandated for a maximum of 4 hours beyond their scheduled shift, and no more than 8 times per calendar year** (if mandated for a full 8-hour shift, it counts as 2 mandations). If an employee is mandated beyond these limits, they will receive an additional \$100 for each 4-hour period.

For mandation rotation based on seniority (who's next on the list) a mandation is defined as involuntary overtime work of 45 minutes or more. For the purposes of calendar year mandations limits and to receive compensation beyond the annual limit of 8, an extended mandation is defined as involuntary overtime work of 90 minutes or more.

Holiday and Weekend Work in AMED

We have agreed to start a 3-month pilot weekend/holiday staffing program, which will then be evaluated by the Joint Working Group. The program consists of the following:

- the number of weekend and holiday shifts that an ACT will be required to pick up will be based on the total number of FTEs in the department, when fully staffed, including open positions, people out on vacation or leaves of absence, new hires etc.
 - Required number of shifts = total number of weekend/holiday shifts divided by the total number of budgeted ACT FTEs.
- Additional shifts will be offered to staff by seniority
- If there are any shifts that remain open, the department may offer time/pay incentives to fill them.
- If a shift remains open after the department has offered an incentive, the department will assign it to a qualified staff member (selection criteria in this case will be determined by JWG).

Flexible Work Option: ACTs may request a flexible schedule where weekends are part of their budgeted hours every week. These requests will be evaluated on a case-by-case basis.

Holiday Compensatory Time: Employees in AMED who work on a holiday will receive hour-for-hour holiday comp time for whichever day worked (actual holiday or observed holiday) comes first. If an employee works more hours on the second day, the department will credit for those hours, but the employee must let their supervisor know.

Bilingual Pay in DCBS

We have agreed that the DCBS bilingual pay differential will now be paid on quarterly basis in January, April, July and October. If in the future it becomes possible to implement these payments as a differential paid in the regular paycheck, we will meet to discuss the payment structure.

Remote Work

UMass Chan and SHARE are committed to fostering a sense of community for remote workers, and to taking the time to communicate effectively, respectfully, and kindly to meet the challenges of a remote work environment.

Departments will pay for necessary supplies and equipment, and in particular:

- Employees may request phones/communication equipment needed for work purposes.
- Employees should be able to work in an ergonomically safe working environment and if a remote/hybrid employee does not have an appropriate office chair, they may request one, and may also request other ergonomic equipment.
- Each department will arrange with their remote/hybrid employees the method for obtaining needed materials.
- Departments reserve the right to determine what equipment and supplies are necessary.

Employees can discuss Work-From-Home arrangements or request changes to those arrangements with their manager. If departments need to make changes to an employee's schedule, the manager will provide as much advance notice as possible and recognize that employees might need time to plan how to cover outside of work obligations. If an employee and manager cannot agree on a schedule, they can request help from SHARE and UMass Chan HR.

Inclement Weather Policy

During the COVID pandemic UMass Chan used the "Inclement Weather Policy" to send non-essential employees home with pay and award hour-for-hour comp time to essential employees who reported to work on campus. At that time, there was no other policy that would apply to a public health hazardous condition such as the COVID pandemic. SHARE and UMass Chan have agreed that the Inclement Weather Policy will only be used for weather-related hazardous conditions and when the Chancellor excuses essential non-employees with pay for non-weather-related hazardous conditions, we will meet within 15 calendar days to discuss the impact and discuss the possibility of providing essential employees additional benefits for reporting to work.

Joint Working Group for DCBS and CPS

UMass Chan and SHARE have agreed to create a new Joint Working Group for the Department of Disability and Community-Based Solutions and the Department of Clinical Pharmacy Services. Issues to be discussed include but are not limited to: work processes, the impact of remote work, career paths, and employee satisfaction.

Other Policies

UMass Chan and SHARE have agreed to include the following policies as part of our contract:

- Work-From-Home
- Volunteer Time
- Including Juneteenth Independence Day as a recognized holiday

The Full Contract Language

The full contract language will be available soon.

Questions?

In the coming weeks we will have information meetings to give you more information and answer any questions.

You can also contact us at:

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