

SHARE Parking Proposal

Who SHARE members are

SHARE is a union representing support staff at UMass Chan. Approximately 150 SHARE members participate in the parking program.

SHARE members' pay rates are low, both compared to the cost of living and compared to similar positions in peer institutions. Many of them are essential employees, who reported to work throughout the pandemic, and who don't have the option to work from home.

The median hourly pay rate for SHARE members is \$21.64, or about \$45,000 a year for a full-time employee. This is not a living wage in Worcester for most people, according to the MIT Living Wage Calculator (see attached). The projected parking increases for this year would impose a hardship on many of our members, and the projected increases for future years would be unsustainable.

Proposal

We believe UMass Chan should have a progressive sliding scale parking fee system, where employees with lower pay levels would pay lower parking fees.

There is regional precedent for the idea of sliding scale parking rates. Two of the Institutions the University used as peer institutions in its analysis of appropriate parking rates (Yale and UConn) have sliding scale rates built into their parking programs (see attached).

Specifically, we propose:

- No change in parking fees for employees making less than \$50,000 annually.
- \$1/week increase in parking fees for employees making at least \$50,000 but less than \$80,000.
- One or more tiers for employees making at least \$80,000. (We don't have information about non-SHARE members, where they park, what their incomes are, etc. so we are not making a proposal for what rates should be at salary levels above \$80,000.)

Living Wage Calculation for Worcester, MA

The living wage shown is the hourly rate that an **individual** in a household must earn to support his or herself and their family. The assumption is the sole provider is working full-time (2080 hours per year). The tool provides information for individuals, and households with one or two working adults and zero to three children. In the case of households with two working adults, all values are **per working adult, single or in a family** unless otherwise noted.

	1 ADULT			
	0 Children	1 Child	2 Children	3 Children
Living Wage	\$17.96	\$39.54	\$53.89	\$72.21

	2 ADULTS (1 WORKING)			
	0 Children	1 Child	2 Children	3 Children
Living Wage	\$27.61	\$34.20	\$38.96	\$43.39

	2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children
Living Wage	\$13.62	\$21.78	\$28.84	\$36.07

source: <https://livingwage.mit.edu/metros/49340>

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Examples of institutions that have implemented sliding-scale parking rates based on income, or subsidized rates. Excerpts below. See links for full details.

YALE

- <https://your.yale.edu/work-yale/campus-services/parking-options/parking/faculty-and-staff-parking/faculty-and-staff>
- excerpt below with 3 levels: under \$60,601, over that but under \$81,782, and over that
- note: Yale School of Medicine has 6 levels ranging from under \$32,578, to over \$149,405
- note: parenthetical rates are temporary rates they had been using but are now changing

Central Campus

SALARY RANGES	MONTHLY FEE	DAILY DEBIT STAYS	2-PERSON CARPOOL MONTHLY 50%	3-PERSON CARPOOL 33.33%	2-PERSON CARPOOL - "G" 40%
\$81,783.00 and higher	\$132.60 (\$66.30)	\$20.00 (\$12.50)	\$66.30 (\$33.15)	\$44.20 (\$22.10)	\$53.04 (\$26.52)
\$60,602.00 - \$81,782.00	\$102.08 (\$51.04)	\$20.00 (\$12.50)	\$51.04 (\$25.52)	\$34.02 (\$17.01)	\$40.83 (\$20.42)
\$60,601.00 and under	\$74.28 (\$37.14)	\$20.00 (\$12.50)	\$37.14 (\$18.57)	\$24.76 (\$12.38)	\$29.71 (\$14.86)

UCONN

- <https://park.uconn.edu/2020-21-employee-permit-parking-rates-3/>
- excerpt below with 3 levels: under \$53,561, over that but under \$80,342, and over that
- note: these are actually 2022-23 rates, despite what the link says

			Salary Level	Bi-Weekly	Semester	Annual
AREA 2	Storrs &	Surface Lot Parking	Up to \$53,561	\$5.17	\$45.00	\$135.00
	Avery Point		\$53,562 to \$80,342	\$7.76	\$67.33	\$202.00
			<i>Undocumented</i>	\$7.76	\$67.33	\$202.00
			\$80,343+	\$10.35	\$89.67	\$269.00

UMASS MEMORIAL

- UMass Memorial has subsidized SHARE members' parking rates ever since the last parking increase (and possibly other unions' members too, but can't confirm)
- SHARE members at UMass Memorial pay \$6/week for non-reserved parking on the University campus