

BRING STAFF BACK

UMASS
WORKS
BECAUSE
WE DO!

WHY THE FURLOUGHS & HOURS REDUCTIONS?

Staff across campus are suffering indefinite furloughs and time reductions based on the UMass administration's budget projections—which have turned out to be wrong. Staff reductions were implemented in two waves—Sep. 13 and Oct. 16.

30–60

Days of Furlough and
Hours Reductions

916

Staff on
Indefinite Furlough

60

Staff on
Hours Reduction

In addition, the rest of the staff have been forced to take three weeks of furlough in 2020.

Who is impacted?

- BIPOC and low-income staff — disproportionately affected
- Students — disruption and reduction in services
- Remaining staff and faculty — increased workload and stress

WHAT HAPPENED WITH THE BUDGET PROJECTIONS?

University executives pushed for furloughs and staff reductions based on two budget projections totaling over \$83 million in losses—that aren't happening.

"5% Decline in Fall Enrollment"

**NO — Only a 0.5% drop in
fall enrollment.**

"10% cut in state funding"

**NO — Governor & legislature plan
to level-fund UMass.**



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SOLIDARITY PLAN

WE STAND UNITED IN DEMANDING:

All furloughed and reduced employees should be recalled to their regular positions and have their hours restored by January 1, 2021, and be made whole.

No additional furloughs or reductions in hours should take place/Faculty and staff who are able to do their work remotely should continue to do so with no loss of pay so long as COVID-19 is a serious threat.

Bargain COVID-related issues jointly.

Any further decisions concerning campus opening or closing, or other covid-related issues, should be made jointly with all of us at the table.

[Click here for the Friday, November 20, 2020
Multi-Union Membership Meeting Slides](#)



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MEMBER STORIES

Staff have been sharing stories of how furloughs and time reductions are impacting them, students, and others on campus. These stories help make the impact of furloughs and time reductions real. The Bring Staff Back are sharing these stories through quotes shared on social media and a few other creative ways!

[Click here to see the Quotes](#)

[Click Here to submit your own quote or statement!](#)



[Staff furloughs] are no longer "trimming the fat." There is no more fat to trim. This is now "cutting connective tissue." And as with real damage to our own bodies, the organizational body becomes unable to move.


- SAM A., PSU MEMBER

“

WE HAVE STUDENTS SUFFERING FROM MENTAL HEALTH CRISES. IN REACHING OUT TO STAFF AT DOSO, WE RECEIVED FURLOUGH MESSAGES. THIS ADDS TO THE FEELING OF CRISIS FOR OUR STUDENTS AND THOSE OF US TRYING TO HELP THEM.

JAMIE ROWAN, MSP MEMBER,
POLITICAL SCIENCE

#BRING STAFF BACK
#UMASS UNIONS UNITED



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GET INVOLVED

[Click Here to submit your own quote or statement!](#)

[Engage on social media](#) from your union or the Massachusetts Teachers Association using the campaign hashtags

- #BringStaffBack
- #FurloughVoices
- #DefendPublicHigherEd

[Click Here to get updates from or join the Campaign Committee](#)

[Stay connected with your Union!](#)

- Read emails!
- Follow on Facebook!
- Connect with your Delegate or Steward!
- Come to Membership Meetings!

[Save the Date - for further action!](#)

- December 10th at 10am is the next board of trustees meeting
- Depending on the response to our letter to the Chancellor - we will plan a collective action for that day

[Join the Labor Chorus](#) -email Donna Vanasse (dvanasse@sbs.umass.edu)

RESOURCES

[UMass Amherst Mutual Aid Network](#)

- Donate or request funds
- Links to community resource network
- Links to other area resources

[Faculty and Staff Assistance Program](#)

