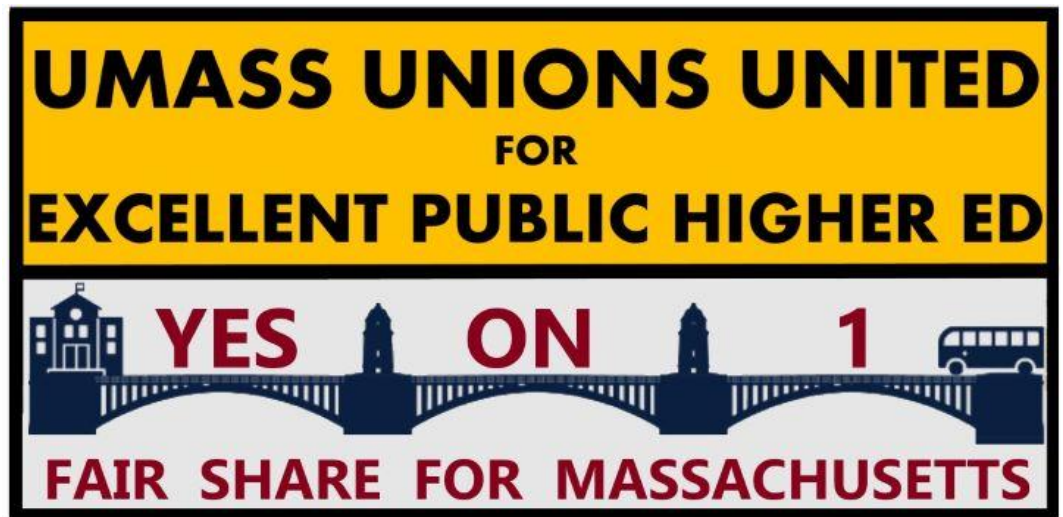


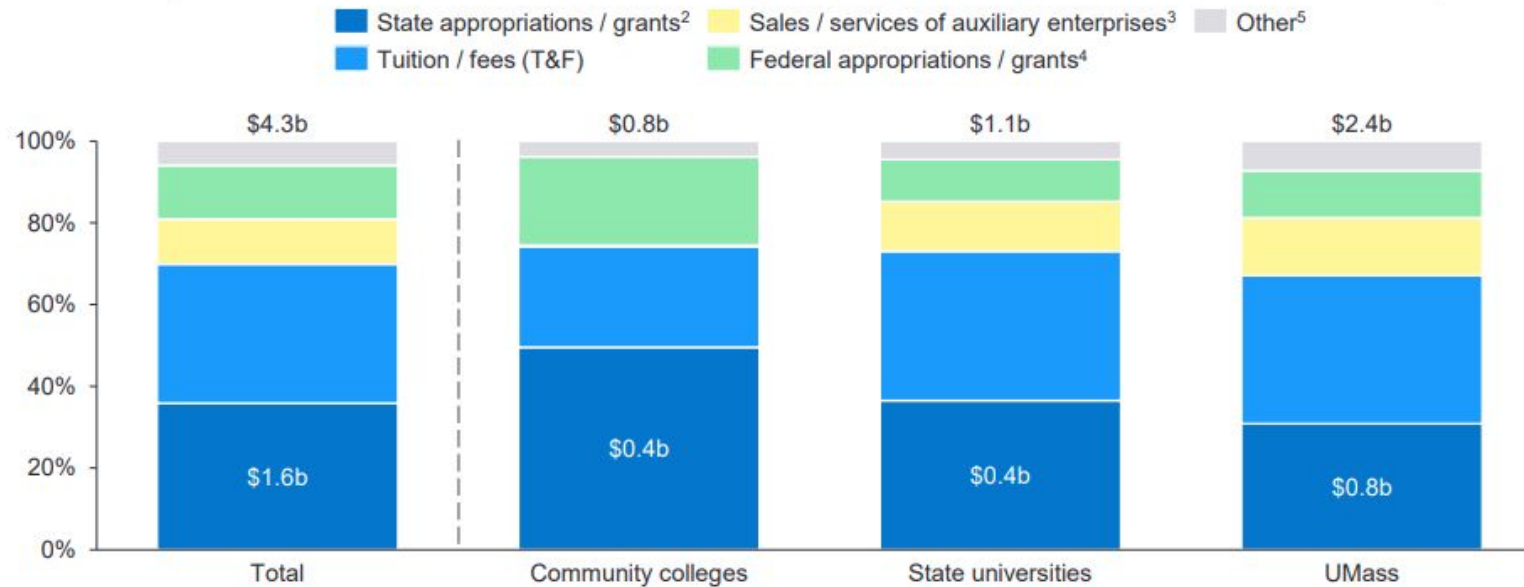
**It's Time for Us to
Get Our Fair
Share!**

**Massachusetts
Public Higher Ed
Parameters
Campaign
2022-2023**



State Funding is 36%* of Campus Revenue

MA public institution revenue by source, by segment¹, 2020 dollars, FY20



| | | | | |
|--------------------|-----|-----|-----|-----|
| % State | 36% | 50% | 37% | 30% |
| % T&F | 34% | 25% | 36% | 36% |
| % Auxiliary | 11% | 0% | 12% | 14% |
| % Federal | 13% | 22% | 10% | 12% |

How Salaries and Benefits are Funded

- Cost shared between state and campuses based on complicated rules that relate to share of overall costs funded by the state v. campus.
- Benefit costs are also split. For employees who are funded by state appropriations the state pays benefits, such as paying for health care from the GIC line item. For employees funded from other sources state pays benefits but campus reimburses the state, paying 42% of salary for fringe.

How the State Funds its Portion of Raises

- In the first year of a contract the Governor submits legislation, and the legislature approves the contract by funding the first-year increase.
- In the second year the increase gets built into “maintenance,” the baseline budget amount that is considered needed to continue providing the same level of services.
- Maintenance budget for second year of contract:
 - Year one line-item amount
 - Year one formula amount added to the FY23 base
 - Cost of year two raise

What are
“Parameters
”

The shorthand we have been using to describe the salary increase “bargained” or dictated by the Governor for all statewide public unions each round of collective bargaining.

M.G.L. Chapter 150E Section 7 (c) gives the governor power to set parameters

- Requires public colleges and universities to submit collective bargaining agreements to the governor for approval along with an estimate of the costs required to fund the agreement.
- Governor then submits the cost item request to the legislature for funding.
- Legislature passes bill that funds the contract.
- Governor also has the right to veto the funding bill.

How do parameters work?*

- The governor, through the Executive Office of Administration and Finance, determines the parameters at the beginning of the bargaining cycle with the largest public union (usually NAGE or SEIU 509).
- The parameters are then offered to all public unions at the bargaining table.
- Unions negotiate regarding how the salary money will be spent (e.g. across the board increase, merit pay, 1 time bonus, etc.)
- Unions have not had much success increasing the parameters once they are set.

*There are many ways that parameters don't work—but that is a fight we have after we win higher wages for this contract

How do parameters work in Higher Ed



The parameters represent the amount of money that the state will provide to the public colleges and universities for the salaries of employees in collective bargaining units.



Any money spent in a collective bargaining agreement that is more than the parameters must be paid by the college or university through its own budget (tuition, fees, general operating budget)



Colleges and Universities have refused to supplement the money offered in the parameters for fear that the Governor/state will reduce their public funding in the future. Also, in recent years, the Governor has threatened to return contracts with additional cost items—even when funded by the Colleges or Universities.

Statewide public unions include:

Higher Education—AFSCME, AFT, MTA, etc. Some of the Higher Ed locals are not state funded and are not subject to state appropriations by the governor (Adjunct units, graduate students, grants and contracts unit at UMass Lowell)

NAGE – Admin Personnel, Professionals, Skilled Trades

AFSCME-SEIU Local 888 - Service and Institutional Employees

MNA - Professional Healthcare

SEIU Local 509 – Social workers and Educational Employees

MOSES – Scientists and Engineers

MCOFU, NEPBA – Corrections Staff and Officers

COPS, SPAM, IAFF – Public Safety, State Police and Firefighters

History of Parameters

- Parameters have been low in recent years, especially under Republican Governors. (higher back in the 90s: 5%!).
- During Covid, in 2021, Governor Baker set the parameters at 1%. State unions pushed back and Baker increased the parameters to 2%, still way too little to compensate our members for their workplace stress and extra effort during a pandemic.

Public
Higher Ed is
NOT
powerless
against the
Parameters!

- Doing the same thing over typically fails to get better outcomes
- Governors and legislators are elected public officers and can be held accountable.
- Union power is concentrated in the members, and when members are organized and mobilized, their power can create pro-worker outcomes.

Getting our fair share in the spring starts with passing Fair Share and electing Healey in the fall!

2 Golden Opportunities to Impact Parameters:

Pass the Fair Share Amendment

Elect Maura Healey