Benefits of PSU membership

PSU members get contracts (unlike non-unionized workers) which include:

- Higher pay and better benefits
- Right to union representation during disciplinary disputes
- Job protections and security
- Paid parental and other leaves
- Flexible and remote work rights
- Membership in the Massachusetts Teachers Association, the largest educator union in the state with over 117,000 members

...and more!

Resources offered to members

- Trained union representatives who help enforce your rights
- Access to MTA field representatives, organizers, and legal services
- Access to the labor community throughout UMass, Western Mass, and the state
- Regular union communications through social media, email updates, and union newsletters

Achievements - PSU recently won

- 8% cost of living adjustment for 2023; 12.5% for 2024–2027
- $200k equity pool for specific, poorly paid Amherst job titles for 2024–2027
- $60k salary floor and longevity bonuses for Boston members, precedent for Amherst
- Contract that enshrines Flexible Work Agreements between members and their supervisor
- Over $500k in salary increases for Amherst members through Process the Backlog campaign
- Unprecedented job and salary guarantees for 100+ members facing layoffs due to privatization
- Transparent bargaining process that is open for any member to attend
- Commitment to expand child care capacity on campus via new childcare facility
- Organized to pass the Fair Share Amendment - $3 billion from the superwealthy to public ed. and transportation
- Labor management committee established to investigate bias in discipline on campus
- Fought off atrocious takebacks, ensuring:
  - No cuts to cost of living adjustments
  - Right to argue cases of discrimination

Goals - What we're working on

- Fair pay, full staffing, safe workspaces and true work/life balance
- Salaries that automatically increase through annual raises
- A salary floor that meets the actual cost of living
- Protections against privatization efforts
- Protections from federal attacks and discrimination for minoritized workers
- Enforceable workload protections, such as payout of comp time, annual workload evaluations, and minimum staffing requirements
- Continue building a stronger and more democratic union, so we can win these rights and more
- More transparent, timely, and democratic bargaining

B.R.A.G.

What would a strong union look like to you?

umasspsu.org

psu
PROFESSIONAL STAFF UNION/MTA/NEA
University of Massachusetts Amherst & Boston

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