

**University Proposal for Negotiations Between  
Professional Staff Union/MTA/NEA, Unit A, Amherst, and Boston  
and  
The University of Massachusetts Board of Trustees  
Boston Campus Only**

University Proposal to be delivered December 16, 2024
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**1. Rates - Current**

- a. The current on-campus parking rates will remain in effect through June 30, 2025, as will all related parking rules and regulations.

**2. Parking Rate Increase Escalator**

- a. The parties agree to an escalator clause to allow for long range planning and fiscal responsibility while maintaining an equitable and fair distribution of future costs.
- b. Beginning in the fiscal year 2026 (July 1, 2025), the parking rates set forth in paragraph 1 above may be increased if University parking revenues were insufficient in the immediately preceding fiscal year to cover all parking operating expenses; funds needed for repairs, restoration and maintenance; and funds needed to meet all other campus financial obligations related to parking and transportation, including debt service on the campus garage.
- c. If this occurs, all rates in said paragraph 1 will be increased by the same percentage, and no rate set forth in paragraph 1 will be increased more than the percentage obtained by comparing i) the aggregate salaries (including retroactive payments, if any) of employees in the bargaining unit who are on the payroll as of the first pay date in the fiscal year in which rates are to be increased with ii) the aggregate salaries (including retroactive payments, if any) of the same employees who also were on the payroll as of the first pay date in the immediately preceding fiscal year. The University will notify the respective bargaining unit of any rate increase at least 90 days before the effective date of the change. At the request of the respective bargaining unit, a labor management meeting will be held with that bargaining unit to discuss the increase.

*The University makes these proposals retaining the right to add to, amend or modify these proposals and any of the terms and conditions of the collective bargaining agreement.*

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**3. Sustainability and Equity Initiatives:**

- a. **MBTA Subsidy** – Beginning no later than the 2026 fiscal year UMass Boston will provide a 20% subsidy for unit members who purchase MBTA-passes through the campus (or campus's contractor), provided, however, that the maximum monthly benefit under this paragraph for the employee will be \$72.00. Unit members may not hold a University parking permit when signed up for a subsidized MBTA pass. At the University's discretion, this benefit will be administered by a third party selected by the University.
- b. **Pre-Tax Treatment** - Unit members who purchase their MBTA passes through the above, will be eligible to set aside pre-tax dollars from their paycheck to pay for MBTA parking related station costs up to the amount established under applicable law. The University shall provide this service at no cost to eligible unit members who elect this option.
- c. **Bluebikes Group Partner Program Subsidy:** A Bronze level membership will be available to unit members.
- d. **Partnerships for Accessible Infrastructure:** UMB will work with the city of Boston and other partners to establish safe, accessible pedestrian and bicycle infrastructure to promote active transportation commutes to and from campus.
- e. **Carpooling and Vanpools:** Through UMB's membership with A Better City, employees are eligible for up to three months of \$15 gas cards for carpools. UMB will also continue to provide designated, reserved spaces for registered carpools in on campus parking facilities.
- f. **Establish Committee** – The University agrees to meet with the Unions to explore making water transportation available to unit members to access campus.

**Parking Rates:**

1. The parking rates provided in the respective Parking MOAs shall be modified as reflected below effective on the first pay period following July 1, 2024, or upon the closure of Bayside parking, whichever shall happen first. The current rates, as established in the 2020-2023 collective bargaining agreement shall remain in full force and effect until such time as the above condition is met.

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Salary Range	Monthly Pass	Semester Pass (4.5 months) <b>FACULTY ONLY</b>	Annual Pass (12 months)	Summer Session Pass (3 months) <b>FACULTY ONLY</b>	Maximum Daily Rate	Evening Rate
< 50,000	\$126.41	\$568.86	\$1,516.97	\$379.24	\$15.00	\$10.00
50,000 -- 66,700	\$139.11	\$626.00	\$1,669.34	\$417.33	\$15.00	\$10.00
66,701 -- 83,366	\$146.08	\$657.35	\$1,752.94	\$438.24	\$15.00	\$10.00
83,367 -- 100,000	\$153.16	\$689.21	\$1,837.89	\$459.47	\$15.00	\$10.00
> 100,000	\$168.55	\$758.48	\$2,022.62	\$505.66	\$15.00	\$10.00
Reserved	\$300.00	\$1,350.00	\$3,600.00	\$900.00	N/A	N/A

2. Beginning in July 1, 2024 the parking rates set forth in paragraph 1 may be increased if University parking revenues were insufficient in the immediately preceding year to cover all parking operating expenses; funds needed for repairs, restoration and maintenance; and funds needed to meet all other campus financial obligations related to parking and transportation, including debt service on the campus garage to the extent possible in the immediately preceding fiscal year. If this occurs, all rates in said paragraph 1 will be increased by the same percentage, and no rate set forth in paragraph 1 will be increased more than the percentage obtained by comparing:
  - i. the aggregate salaries (including retroactive payments, if any) of employees in the bargaining unit who are on the payroll as of the first pay date in the fiscal year in which rates are to be increased with
  - ii. the aggregate salaries (including retroactive payments, if any) of the same employees who also were on the payroll as of the first pay date in the immediately preceding fiscal year. The University will notify the respective bargaining unit of any rate increase at least 90 days before the effective date of the change. At the request of the respective bargaining unit, a labor management meeting will be held to discuss the increase.

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