

**Union Proposal for Negotiations Between
Professional Staff Union/MTA/NEA, Unit A, Amherst, and Boston
and
The University of Massachusetts Board of Trustees
December 16, 2024
Wages Proposal 5**

Union Written Proposal delivered December 16, 2024

Section 18.3 On Call/Call Back

No changes to A, B, or C.

D. On-Call/Call-Back Compensation Methodology

1. Summary

Where a formal on-call/call back system is utilized, a lump sum amount of money will be added to the annual base salary of all participants in such a formal system which compensates the participants for both on-call and call back responsibilities except in those instances where the employee must respond to a situation that requires work for a prolonged period of time. The supervisor's discretion prevails in these cases.

Said lump sum of money added to the annual salary will remain as part of the salary for as long as the employee is required to participate in the on-call/call back system.

The amount of money to be added to the employee's base salary is calculated **based upon** ~~by adding a flat amount to the First Quartile of the Salary~~ Administration Program (**SAP**) Level for the title.

SAP Level

| Amherst | Boston | Total/Unit |
|-------------------|-----------------------------|-------------------------------|
| 24, 25 | 27, 28 | \$ 800 1000 |
| 26, 27 | 29, 30 | \$ 900 1100 |
| 28, 29 | 31, 32 | \$1000 1200 |
| 30, 31 | 33, 34 or higher | \$1100 1300 |

The Union 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.

The number of units an employee is compensated for is determined by converting the estimated on-call coverage for a normal year to compensatory time hours on a 1 for 8 basis, and then dividing that result by 40 hours to determine a weekly equivalent. The weekly equivalent is then converted to units of compensation by the following schedule.

2. Basic Information

A. Tours of Duty: One for Eight Compensatory Time Conversions (CT)

1. Weeknight: 5 p.m. - 8:30 a.m. = 15.5 hours. Round to 2 hours CT.
2. Weekend: 5 p.m. Fri. - 8:30 a.m. Mon. = 63.5 hours. Round to 8 hours CT.
3. Full week (4 weeknights & weekend) = 125.5 hours. Round to 16 hours CT.

~~B. Year Cycle~~

~~First semester = 16 weeks Intersession = 5 weeks Second semester = 16 weeks
Summer = 15 weeks~~

BG. Weekly Equivalent UNITS

One half week to one week 1.0
More than one week to two weeks 1.5
More than two weeks to four weeks 2.0
More than four weeks to six weeks 3.0
More than six weeks ~~to eight weeks 4.0~~ **6.0**
More than eight weeks 10.0
More than ten weeks 15.0

3. Miscellaneous

In addition to the dollar amounts and conversion to units described above, the parties agree to the following:

Prior to the beginning of the fall semester the on-call coverage plan will be analyzed and the amount of the lump sum of money to be added to the base salary will be established. If a significant change in the on-call coverage plan is instituted subsequently, **or any time that people are added or removed from the rotation**, the analysis will be repeated ~~prior to the beginning of the spring semester~~ and necessary adjustments will be made.

Unit awards are in addition to any salary increases that may be negotiated.

New, formal on-call programs will be instituted under the terms of this agreement only after discussion with the Union.

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