

**Union Proposal for Negotiations Between**  
**Professional Staff Union/MTA/NEA, Unit A, Amherst, and Boston**  
**and**  
**The University of Massachusetts Board of Trustees**  
**November 18, 2024**  
**Wellbeing Proposal 4**

Union Written Proposal to be presented to management on November 18, 2024

#### ARTICLE 28: CONTRACTING OUT BARGAINING UNIT WORK

Prior to the Employer/University Administration contracting out bargaining unit work, the Employer/University Administration shall notify the Union of its intent and shall negotiate with the Union in order to prevent layoffs and to discuss the terms of the contracting out of services. If issues remain beyond the negotiated agreement, the labor management committee may then make a non-binding recommendation to the Employer/University Administration.

**The Employer/University Administration shall not contract out any bargaining unit work. This includes but is not limited to university foundations, vendors, or individuals, and assignment of work to volunteers. For the hiring of CC/03 employees, see Section 14.5.**

*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.*