



**University
Staff
United**

AFT Michigan Local 284, AFL-CIO

Union Gains at UM

More than 15,000 UM employees already belong to unions and have made enormous gains through democracy and collective action. Here are some examples from the three other UM unions affiliated with AFT Michigan, the statewide organization supporting USU.

Lecturers organized their union, LEO, in 2003. Since then, they've achieved:

- A doubling of minimum salaries, even after accounting for inflation
- Greater job security
- Longer sick leave and parental leaves
- In the most recent contract, annual pay increases on the Ann Arbor campus of 8%, 6%, 6%, and 5% respectively over four years

Librarians, Archivists, and Curators (LACs) joined LEO as a new bargaining unit in 2021. Their first contract, which took effect September 1, 2022:

- Increases salaries by 17% on average over three years, with bigger increases for the lowest-paid and for long-serving LACs whose pay had stagnated
- Protects LACs from uncompensated increases in workload, especially when coworkers leave
- Guarantees opportunities for promotion every five years, with a clear evaluation process and criteria
- Converts many term-appointed employees to permanent positions

Physician Assistants at Michigan Medicine organized their union, UPAMM, during the COVID-19 pandemic. In their first contract, they won:

- Salary increases averaging 10% in the first year – more for the lowest-paid and for long-serving PAs whose salaries had stagnated
- A unified set of salary scales (accounting for specialty) with automatic step increases each year *on top of cost-of-living increases*.
- Secure retirement benefits, which management had cut off in 2020.

Imagine what we can accomplish!