

# UMass Unions United Classified Staff Coalition

## CLASSIFIED STAFF BILL OF RIGHTS

*As **classified staff**, we keep the University of Massachusetts system operating. We perform myriad essential services, including maintenance, trades, administrative, technical and other educational support functions. Our work is necessary to maintain our campus infrastructure and to meet the needs of students, faculty and the community. We deserve dignity and respect in the workplace and that starts with fair contracts that adequately reflect our value to the University of Massachusetts and to the Commonwealth. Treating classified staff with dignity and respect requires management to listen to our needs and concerns and recognize, at a minimum, the following rights:*

**Fair wages.** Classified staff must have wages that keep pace with inflation and increases in costs for our health insurance. No job shall require more than seven years to reach the top salary step, and the university must ensure job classifications accurately recognize workers' responsibilities, skills and experience. The university must routinely update classifications, raising lower-graded positions and adding new, higher-graded classified titles.

**Equal benefits.** All staff deserve the same level of benefits. Classified staff must have leave and other benefits — including vacation time, family leave and robust sick leave banks — that are equal to their professional staff colleagues.

**Full staffing.** The university must make every effort to retain and attract classified staff to maintain full staffing — including by offering competitive wages and benefits — so that workloads are manageable, out-of-title work is minimized, and student, faculty and institutional needs are met.

**Job security, healthy workplaces and public accountability.** The university shall ensure that all classified staff employees have safe and healthy workplaces, as well as the necessary tools and training to succeed. The university shall not enact austerity measures at the expense of providing dignified employment to workers and high-quality education to students. UMass must instead pledge to support public employees and avoid subjecting them to furloughs and layoffs, as well as not outsourcing or contracting out work done by classified staff employees.