

Join us October 27 for a Rally & March @ 330!!!!
UMass-Student Union Steps
UMass Responsible Employer Policy Campaign

What we are advocating for

In its role as the flagship campus of the University of Massachusetts system and as the largest employer in Western Massachusetts, the University of Massachusetts Amherst will act as a responsible employer when hiring outside contractors and in its dealings with University employees. A responsible employer treats its employees and all who work on campus with dignity and respect. A responsible employer commits to environmentally-friendly, green practices in all renovations, upgrades and new construction. A responsible employer also ensures that its employees are covered by the basic Health & Safety protections of OSHA.

Why this is important to staff and students

- Students & Staff deserve to work, live and study in quality buildings without hazards.
- Students & Staff have a stake in the quality of construction and should demand the highest standards.
- There are many examples of shoddy work here on the UMass campus, including botched electrical and HVAC systems.
- Our tax dollars and scarce resources shouldn't go to unscrupulous contractors who operate unsafe construction sites and produce low-quality products.

Responsible employment at UMass

In order to insure quality work, for new construction or renovations beyond the capacity of on-campus resources, UMass Amherst will award contracts to responsible and reputable contractors who hire skilled labor, pay decent wages and benefits, operate a safe workplace and employ area residents where possible. UMass Amherst shall consider issues of diversity when awarding contracts.

Contractors and their sub-contractors would:

- Participate in a Commonwealth of Mass registered apprenticeship program
- Adhere to legal requirements and pay the area's prevailing wage
- Classify all workers as employees, not independent contractors
- Will meet local minority and women hiring guidelines

For Campus Employees UMass Amherst Will:

- Be responsible partners in collective bargaining and contract administration: including, good faith commitment to grievance process timelines, timely replies to information requests, and commit to signed agreements
- Meet all OSHA standards to provide a safe and healthy environment for all workers.
- Consider its employees as a "first source" for staffing requirements