

# Why are unionized staff facing pay freezes & increased insurance costs?

## Because some colleges and administrative units protected high paying management jobs and awarded hidden pay raises ...

University staffing levels shrank more than 10% since November 2008. But while the rest of the U suffered, senior administrators and middle managers, many of whom don't teach or do research, shrank by only 1.18%. If management had decreased at the same rate as the rest of U, **\$22.4 million would be available now!** Administrators also gave managers raises far in excess of the .85% (after the Temporary Reduction in Pay) budgeted by President Bruininks last year. The U spent **\$6.8 million** on extra raises to salaried staff—**many managers received more than double the amount budgeted!**

President Bruininks announced a budget of 2% for raises last year, along with pay cuts and furloughs amounting to 1.15%. This would place **expected wage increases in the ballpark of .85%** on average for university staff (excluding promotions). Study of wage increases shows that, after accounting for the furlough, **the average AFSCME increase was .95% (not including the additional loss of 2% steps in each year of our last contract)**. The difference between the expected .85% and the .95% is due to a handful of in-range adjustments and adjustments paid upon lateral transfer to a new position. Members of the **academic administrative group received an average of 2.15%**, more than twice what AFSCME did.

### Staffing and wage disparities

The following colleges and administrative units show *significant* disparities between employee groups, both in the number of positions eliminated since the hiring pause began and in wage increases given last year.

College/Unit	Cost of maintaining & expanding middle and senior management jobs (see explanation below)*	Average management raises (after accounting for the 1.15% Temporary Reduction in Pay)
ACADEMIC AFFAIRS, SR VP	\$ 893,235	1.75%
AHC-SHARED	\$ 2,656,815	4.18%
ATHLETICS	\$ 1,958,145	3.03%
ED & HUMAN DEVELOPMENT	\$ 145,740	6.38%
EXTENSION	\$ 1,730,715	1.49%
FACILITIES MANAGEMENT	\$ 440,895	1.92%
INFORMATION TECHNOLOGY	\$ 320,460	2.11%
LAW SCHOOL	\$ 379,680	5.29%
MEDICAL SCHOOL	\$ 1,619,730	18.67%
CSOM	\$ 833,490	2.04%
NURSING	\$ 114,450	1.68%
PHARMACY	\$ 448,350	3.26%

College/Unit	Cost of maintaining & expanding middle and senior management jobs (see explanation below)*	Average management raises (after accounting for the 1.15% Temporary Reduction in Pay)
PUBLIC HEALTH	\$ 1,467,480	2.51%
RESEARCH	\$ 1,799,910	1.68%
SCIENCE/ENGINEERING	\$ 422,940	3.61%
SYSTEM ACADEMIC ADMIN	\$ 1,530,690	2.03%
UMC ENROLLMENT MANAGEMENT	\$ 45,780	2.42%
UMD-ACADEMIC ADMINISTRATION	\$ 219,450	1.55%
UMD-FINANCE & OPERATIONS	\$ 150,780	4.54%
UMD-INTERCOLLEGIATE ATHLETICS	\$ 45,780	1.84%
UMD-STUDENT LIFE ACTIVITIES	\$ 34,335	1.52%
UMM-STUDENT AFFAIRS	\$ 776,790	1.46%
UNDERGRADUATE ED	\$ 1,302,735	2.33%

\* If Academic Administrator (AA Employee group) jobs had been eliminated at the same rate (10.9%) as other University positions, this amount would have been saved by the college/unit.

**U of M AFSCME (Locals 3260, 3800, 3801 3937). This University works because we do!**

The information in this flier is from an analysis of University of Minnesota staff and compensation patterns by members of AFSCME Council 5. Our Union conducted this research using information provided by the U under the MN Data Practices Act.

### Staffing disparities

The following units show *significant* disparities between employee groups in the number of positions eliminated since Nov. 2008.

<i>College/Unit</i>	<i>Cost of maintaining &amp; expanding management jobs*</i>	<i>College/Unit</i>	<i>Cost of maintaining &amp; expanding management jobs*</i>	<i>College/Unit</i>	<i>Cost of maintaining &amp; expanding management jobs*</i>
UMD-MEDICINE	\$173,670	UMD-ACAD SUPPORT		UMD-SWENSON	\$91,560
INTERNATIONAL PROGRAMS OFFICE	\$807,135	STUDENT LIFE	\$347,340	UMD-U RELATIONS	\$68,670
AUXILIARY SERVICES	\$572,250	UMD-SCHOOL OF BUSINESS	\$208,005	UMM-ELEMENTARY & SECONDARY ED	\$22,890
BUDGET & FINANCE	\$112,455	UMD-LIBRARY	\$45,780	UMM-FINANCE OFFICE	\$210,000
CONTINUING ED	\$270,690	UMM-ACAD AFFAIRS	\$324,450	VETERINARY MEDICINE	\$484,680
DESIGN	\$517,020	UMR-CHANCELLOR'S	\$18,900	HEALTH AND SAFETY	\$80,115
CFANS	\$1,618,260	UNIVERSITY SERVICES	\$112,455	SCHOLARLY/CULTURAL AFFAIRS	\$173,670
HUMAN RESOURCES	\$562,800	PUBLIC SAFETY	\$45,780	UMC-FINANCE & OPERATIONS	\$22,890
EQUITY/DIVERSITY	\$667,800	UMC-UNIV RELATIONS	\$208,005		
		STUDENT AFFAIRS	\$1,524,705		

\* If Academic Administrator (AA Employee group) jobs had been eliminated at the same rate (10.9%) as other University positions, this amount would have been saved by the college/unit.

### Wage disparities

The following units show *significant* disparities between employee groups in wage increases given last year.

<i>College/Unit:</i>	<i>Average management raises (after accounting for the 1.15% Temporary Reduction in Pay)</i>	<i>College/Unit:</i>	<i>Average management raises (after accounting for the 1.15% Temporary Reduction in Pay)</i>
AUDITS	1.38%	UMC-CHANCELLOR'S OFFICE	0.93%
BOYNTON	2.24%	UMD-CHANCELLOR'S OFFICE	0.85%
HEALTH SCIENCES	2.61%	UMM-CHANCELLOR'S OFFICE	1.67%
ACADEMIC SYSTEMS	1.63%	UNIVERSITY RELATIONS	2.31%

### Minimal disparities

The following units show minimal or no disparities between employee groups in the number of positions eliminated since the hiring pause began or in wage increases given last year.

**College/Unit:** Dentistry; UMC- Academic Affairs Office; Biological Sciences; UMM-General Services Office; UMM-Humanities; UMM-Science and Math; UMM-Social Sciences; Ag Experiment Station; Controller's Office; Graduate School; Humphrey School; CLA; University Libraries; Office of the President; UMD-Facilities Management; UMD-Continuing Ed; UMD-Education; UMD-Fine Arts; UMD-Info Services; UMD-CLA; UMD-NRI; UMD-Auxiliary Services.

### Where did colleges find the money to fund wage increases above the allocated .85%?

Human Resources staff told AFSCME's bargaining committee they don't know. *Collegiate administrative units can augment the compensation budget from central with funds from any revenue source.* When asked, HR managers did not deny the possibility that management merit increases were paid for, at least in part, with money gained from the AFSCME furlough. The funds captured from the furlough stayed in the collegiate administrative units, and colleges were allowed to use the furlough funds however they saw fit.

### **Because some colleges and administrative units protected management and awarded hidden pay raises ...**

Others sacrifice even more because of the U's budget decisions. **Is it right for unionized staff to pay more for benefits and receive less in wages** so that the U can continue to protect the jobs and pay of senior administrators and middle managers?

**We didn't create this crisis! We will not pay for it!**  
**Tell the Deans, President Kaler, and the Board of Regents:**  
**Don't balance the budget on the backs of students, staff, and faculty.**