

# FSU Parking Bargaining *Process*

*Bargaining – The only gain is to lose less*

A predictable outcome:

M.G.L. 150(E) – Impasse Procedure

Mediation

Fact Finding

Implementation of Last Best Offer

# FSU Parking Bargaining *Process*

Negotiated Procedure:

FSU selected mediator/fact finder

Bargaining Schedule

Take place during our period of  
responsibility

# FSU Parking Bargaining Goal & *Principles*

Minimize, to the greatest extent possible, the imposition of parking fee increases.

- Parking options must reflect faculty parking needs
- Lowest salaried positions must not be over taxed
- Fee structure - not be an obstacle to frequent campus visits
- Handicapped parking – locale and cost accessible
- Agreement must not obstruct ability of other unions to negotiate for their members
- Rates must **not** consume the entire pay raise

# FSU Parking Bargaining

## *Progression on Economics*

### **Initial Proposal: (May 2018)**

#### Sliding Scale/ 4 Month Semester

- <40k - \$504/\$720
- 65k - \$576/\$832
- 80k - \$600/\$872
- 100K - \$640/\$960

### **Last Best**

Averaging/ 4.5 Month Semester - \$504/\$600  
Summer – \$75/session  
Evening/WE – 1 Day on campus:

- 15 Use Pass – \$150
- \$10/day

### **Short Term (minutes)**

- 0 - 60 \$7
- 60-90 \$8
- 91-120 \$9
- 121-150 \$10
- 151-180 \$11
- >180 \$15

### **Now: Tentative Agreement**

Averaging/4.5 Month (3/days) Semester – \$504/\$550  
Summer - \$70/session

NTT: 50% and less and all AL

30 Use Pass - \$270/\$360  
9/day & \$12/day)

1/semester-use until May 31

Evening/WE – 1 Day on campus:  
15 Use Pass – \$150  
(\$10/day)

# FSU Parking Bargaining *Economics – Your Pocket*

- Now: Tentative Agreement
- All Unit Members:
- 4.5 Month Semester – \$504/\$550  
(unlimited use but based on 3 days/week on campus)  
(5 days/week would = \$840/\$917 per semester)
- NTT: 50% and less and all associate lecturers
- 30 Use Pass - \$270/\$360  
((\$9/day & \$12/day)(for students too)
- Evening/Sat – 1 Day:
- 15 Use Pass – \$150
- \$10/day
- Summer - \$70/ session  
\$2.33 for 30 uses = 5 days/wk before pre-tax  
\$2.91 for 24 uses = 4 days/wk before pre-tax  
\$3.88 for 18 uses = 3 days/wk before pre-tax
- Short Term (minutes) – for garages only
- 0- 60 \$7
- 60-90 \$8
- 91-120 \$9
- 121-150 \$10
- 151-180 \$11
- >180 \$15

Pre-Tax Treatment (22% Fed and 5% MA):  
(Fed tax rates vary w/salary)

Semester: \$504/\$550 =

**\$367.92/\$401.05**

\$4.07 / \$4.45 per day for 90 days = 5 days/week

\$5.11 / \$5.57 per day for 72 days = 4 days/week

\$6.81 / \$7.42 per day for 54 days = 3 days/week

NTT P/T and AL:

**\$197.10/\$262.80**

**Semester (\$504/\$550) passes will be taken out of your pay over 8 paychecks**

# FSU Parking Bargaining Goal & *Principles*

Minimize, to the greatest extent possible, the imposition of parking fee increases.

- ✓ Parking options must reflect faculty parking needs
  - Parking options for FT, PT and Temporary
  - Lower rates for longer period of time
- ✓ Lowest salaried positions must not be over taxed
  - MultiPark Pass option at lower rates
- ✓ Fee structure - not obstruct campus visits
  - Created Unlimited Parking Pass
- ✓ Handicapped parking – locale and cost accessible
  - L/M with commitment to address concerns

# FSU Parking Bargaining Goal & *Principles*

- ✓ Agreement must not obstruct ability of other unions to negotiate for their members
  - Successfully eliminated automatic annual inflator (aka escalator); (see item #9 in Admin Offer)
  - inclusion of multipark pass;
  - didn't lock in tiered rates;
  - overall lower rates agreed to by FSU sets good precedent for other units and students