

SENATE No.

The Commonwealth of Massachusetts

PRESENTED BY:

Pavel Payano

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to provide fair wages to employees of public institutions of higher education.

PETITION OF:

NAME:

Pavel Payano

DISTRICT/ADDRESS:

First Essex

SENATE No.

[Pin Slip]

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Fourth General Court
(2025-2026)**

An Act to provide fair wages to employees of public institutions of higher education.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Section 6 of said chapter 29 is hereby amended by adding the following
2 paragraph:-

3 The operating budget in the current and ensuing fiscal years shall include the
4 appropriation necessary to fund all incremental cost items for all years covered by any collective
5 bargaining agreement to which either the board of trustees of the university of Massachusetts or
6 the board of higher education is a party, separate and apart from any appropriation for the
7 general maintenance of the university or public institutions of higher education where the board
8 of higher education is the employer for purposes of collective bargaining under chapter 150E,
9 excluding grant funded and auxiliary enterprises accounts funded positions.

10 SECTION 2. Notwithstanding section 8 of chapter 32A of the General Laws or any other
11 general or special law to the contrary, the cost of fringe benefits, including, but not limited to, the
12 cost of pensions and health insurance, associated with employees of a public institution of higher

13 education as defined in section 5 of chapter 15A, shall be the obligation of the commonwealth,
14 excluding grant funded and auxiliary enterprises accounts funded positions.

15 SECTION 3. Subsection (c) of section 7 of Chapter 150E, as appearing in the 2022
16 Official Edition, is amended in the second paragraph by inserting after the second sentence the
17 following sentence:-

18 The board of higher education and the board of trustees of the University of
19 Massachusetts shall include in any such submission a certification that the incremental cost items
20 in such collective bargaining agreement are adequate to ensure that average salaries for faculty
21 and staff employed at a Massachusetts institution of public higher education will, by the end of
22 the contract terms, for each job category, be not less than the national average, adjusted for state
23 cost of living.