



**Commonwealth of Massachusetts**

**Executive Office for  
Administration and Finance**

# **Collective Bargaining Process Overview**

*Commission on Higher Education  
Quality and Affordability (CHEQA)*

*April 1, 2025*





## 1) Roles and Responsibilities

- Executive Office for Administration and Finance
- Human Resources Division's Office of Employee Relations
- Higher Education Boards and Institutions

## 2) Inputs to Collective Bargaining

- Economic forecasts
- Fiscal/revenue forecasts
- Compensation conditions

## 3) Communications to Higher Education

- Parameters for higher ed
- Agreement approvals

## 4) Implementation

- Ratification
- Legislative Approval
- Budget