

MEMORANDUM OF AGREEMENT ADDENDUM

WHEREAS the American Federation of State County and Municipal Employees, Local 1776, Council 93, AFL-CIO (A01) (“Union”) and the Board of Trustees of the University of Massachusetts (“University”), collectively, “the Parties,” entered into a Memorandum of Agreement (“Agreement”) on June 27, 2023, for a Collective Bargaining Agreement covering the period July 1, 2023 through June 30, 2024, to succeed the parties’ Collective Bargaining Agreement covering the period July 1, 2020 through June 30, 2023.

WHEREAS the parties met in committee to allocate the remaining funds of the Classification/Adjustment Pool as outlined in Section B.3 of the Memorandum of Agreement executed on June 27, 2023.

NOWHEREFORE the parties amend the language of Article 17, Section 1 of the Agreement to read as following:

[Amend Article 17, Section 1 by inserting:]

A) Salary Adjustments:

1. Effective the date in which the parties reach agreement on a successor collective bargaining agreement, but no sooner than the start of the first pay period in July 2023 (i.e., July 2, 2023), members of the bargaining unit shall receive a base salary increase of four percent (4.0%).
2. Effective six (6) months after the date the parties reach agreement on a successor collective bargaining agreement, but no sooner than the start of the first pay period in January 2024 (i.e., January 14, 2024) members of the bargaining unit shall receive a base salary increase of four percent (4.0%).
3. To be eligible for any salary increase contained above, an employee must be on the payroll, including any authorized leaves of absence, on the effective date of such salary increase. Employees who leave the University voluntarily or are discharged for cause after the effective date of the salary increase are not eligible for the increase or any retroactive pay. Employees who retire, are deceased, or laid off after the effective date of the salary increase are eligible for the increase and any retroactive pay.


B) Classification/Adjustment Pool


1. A Classification/Adjustment Pool equal to \$500.00 per FTE in the bargaining unit shall be established once funding is allocated by the Massachusetts Legislature for such a purpose. A pro rata amount shall be utilized for less than full time bargaining unit members. The calculation of the Classification/Adjustment Pool shall be determined based on bargaining unit information on the date in which the parties reach agreement on a successor collective bargaining agreement, but no sooner than July 2, 2023¹.

¹ For initial budgeting consideration, the Parties agree that the classification and adjustment pool will be based on the FTE count of a twelve-month average for the period June 2022 through May 2023.

2. The distribution of the Classification/Adjustment Pool is mutually agreed by the Parties to be allocated for a one grade increase to all Grade 7 and Grade 8 positions within the Union; the following Grade 9 positions: Animal Caretaker II, Assistant Snack Bar Manager, Courier, and Parking Garage Attendants; and the following Grade 11 positions: Dining Hall Supervisor and Snack Bar Manager.


For the Union:

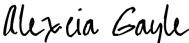
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Lee Ann Robinson, President AFCME 1776


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For the University:

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Alexcia Gayle, Sr. Dr. of HR Partnership & Labor Relations

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