

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is by and between the University Staff Association/MTA/NEA, (A08) (“Union”) and the Board of Trustees of the University of Massachusetts (“University”), collectively, “the Parties,” entered into Agreement on July 28, 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.

NOW THEREFORE, the parties amend the language of Article 14, Section 1 and Article 34 of the Agreement to read as follows:

A) Article 14, Section 1, Salary Adjustments:

1. Effective the date on which the parties reach agreement on a successor collective bargaining agreement, but no sooner than the start of the first full pay period in July 2023 (i.e., July 2, 2023), members of the bargaining unit who meet the eligibility criteria for satisfactory performance 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 full pay period in January 2024 (i.e., January 14, 2024) members of the bargaining unit who meet the eligibility criteria for satisfactory performance shall receive a base salary increase of four percent (4.0%).

Eligibility for any salary increase contained above is subject to the parameters identified in Article ~~XIX~~ § A 14 of the collective bargaining agreement to include:

“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 and either (1) on the payroll during the pay period during which such salary increase is implemented; or (2) retired, deceased, or laid off after 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.”

B) Classification/Adjustment Pool:

1. A Classification/Adjustment Pool equal to \$500.00 per FTE in the bargaining unit shall be established if funding is authorized and 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. For portions of the above defined pool that are allocated towards a base salary increase in any employee’s salary, the effective date of the increase shall commence after the 4% increase outlined in Section 1(A)(1) above, even if effective on the same business day.
2. The distribution of the Classification/Adjustment Pool is mutually agreed by the Parties to be allocated for:

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.

- a one-grade increase from grade 10 to 11 (step for step) for all employees holding the title of Accommodations Clerk II, U of M;
- a one-grade increase from grade 14 to 15 (step for step) for all employees holding the title of Laboratory Technician I;
- one-grade increase from grade 16 to 17 (step for step) for all employees holding the title of Laboratory Technician II;
- one-grade increase from grade 11 to 12 (step for step) for all employees holding the title of Technical Assistant I, U of M;
- a one-grade increase from grade 13 to 14 (step for step) for all employees holding the title of Technical Assistant II, U of M;
- a one-grade increase from grade 14 to 15 (step for step) for all employees holding the title of Tech Specialist I;
- a one-grade increase from grade 16 to 17 (step for step) for all employees holding the title of Tech Specialist II;
- a two-grade increase from grade 9 to 11 (step for step) for all employees holding the title of Nutrition Aide, U of M;
- a two-grade increase from grade 9 to 11 (step for step) for all employees holding the title of Typist II;
- a four-grade increase from grade 7 to 11 (step for step) for all employees holding the title of Laboratory Assistant;
- a one-step increase for all employees holding the title of Technical Assistant III who are currently in steps 1 – 13;
- a two-step increase for all employees in grade 11 positions not listed above who are currently in steps 1 – 13²;
- a one-step increase for all employees in grade 12 positions not listed above who are currently in steps 1 - 13.

C. Article 34, Duration

Amend the Duration clause for the three year period effective from July 1, 2020 through June, 30, 2023 to read for the one year period from July 1, 2023 through June 30, 2024.

² Those employees in Grade 11 positions not listed in earlier paragraphs who are currently on Step 13 would receive a one-step increase.

For the Union

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Sheila Gilmour, Vice President

For the University

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Brian Harrington

Brian Harrington, Dir of Labor Relations

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