

MEMORANDUM OF AGREEMENT ADDENDUM

This Memorandum of Agreement (“Agreement”) is by and between the Professional Staff Union/MTA/NEA, Unit B (A15) (“Union”) and the Board of Trustees of the University of Massachusetts (“University”), collectively, “the Parties,” entered into Agreement on July 12, 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 17, Section 1 and Article 32 of the Agreement to read as follows:

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 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: a one-grade increase from grade 13 to 14 (step for step) for all employees holding the title of Head Baker; a one-grade increase from grade 15 to 16 (step for step) for all

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.

employees holding the title of Technical Assistant III; and a one-step increase for all employees holding the title of Assistant Foods Manager, and currently in steps 1 - 13.

C. Duration

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

For the Union

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Brad Turner- Co-Chair PSU

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