

**Side Letter of Agreement**  
**Successor Collective Bargaining Agreement**  
**University of Massachusetts Amherst and The American Federation of State, County, and Municipal**  
**Employees, Council 93, Local 1776, AFL-CIO**

This Side Letter Memorandum of Agreement is made by and between the University of Massachusetts Amherst (hereinafter “University”) and The American Federation of State, County, and Municipal Employees, Council 93, Local 1776, AFL-CIO (hereinafter “Union”), collectively the “parties.”

WHEREAS, the University and the Union are parties to a Memorandum of Agreement for a successor collective bargaining agreement covering the period of July 1, 2024, to June 30, 2027 (hereinafter “Agreement”); and

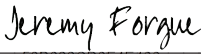
WHEREAS, the parties desire to further their commitment and dedication to members of the bargaining unit in the aforementioned areas;


NOW THEREFORE, for the mutual considerations and promises contained herein, the parties agree as follows:

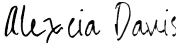
1. The University will increase the grade of the Union President to Grade 16 at the current step, inclusive of benefits, retroactive to the first pay period of July 2024. Upon completion of the term, the incumbent shall return to the AFSCME workforce in the same or similar position and shift, service credit shall be given for their period as President and, if applicable, they shall revert to the grade and rate of pay they would have reached had they remained in their position, or to the grade and rate of the job they enter at that time.
2. The University will increase the grade of the UMPD Communication Dispatcher II position from Grade 14 to Grade 15 effective retroactive to the first full pay period in January 2025. Appendix A – Titles in AFSCME/Local 1776 will be updated accordingly.
3. The University will increase the grade of the Motor Equipment Mechanic III’s from Grade 15 to Grade 16 effective retroactive to the first full pay period in January 2025 and will allow for the ability to recruit up to Step 6 for this position. Appendix A – Titles in AFSCME/Local 1776 will be updated accordingly.
4. This Side Letter of Agreement is contingent upon the ratification of the Agreement by the membership of the Union. In the event the Agreement and the terms of this Side Letter of Agreement are not ratified by the membership of the Union and approved by the University, then this Side letter of Agreement shall be void and of no force and effect.
5. With the exception of item #1 above, this Side Letter of Agreement shall be for a period from the date of ratification of the Agreement to June 30, 2027. This Side Letter of Agreement shall remain in full force and effect until a successor collective bargaining agreement to the Agreement is executed or an impasse in negotiations on a successor agreement is reached. Regarding item #1, there is no expiration; the provisions for the Union President role continue regardless of the member in the role or the successor agreement in place unless renegotiated by agreement of both parties.


In witness of these terms and conditions the duly authorized representatives of the parties affix their signatures following:


**For the University of Massachusetts**


DocuSigned by:  
 4/22/2025  
53B622CD3F4E439  
Jeremy Forgue, Executive Director  
Human Resources, Administration & Finance

Signed by:  
 4/22/2025  
B5AA0ED279A64F1  
Barbara Chaput  
Associate Director, Labor Relations


Signed by:  
 4/22/2025  
3EB479A959AB449  
Alexcia Davis  
Senior Director, Labor Relations


DocuSigned by:  
 4/22/2025  
E01B6E37126C46D  
Sheri Neshiem, Vice Chancellor & Chief HR Officer

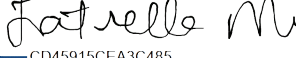
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 4/28/2025 | 9:50:36 AM EDT  
529C9E9F3299452  
John Dunlap, Chief Human Resources Officer  
University of Massachusetts President's Office

DocuSigned by:  
 5/1/2025 | 1:26:04 PM EDT  
FAA6EB64DFDF4B1  
Marty Meehan, President  
University of Massachusetts President's Office

**For AFSCME, Local 1776**

DocuSigned by:  
 4/17/2025  
02B72E678A2846A  
Lee Ann Robinson, President AFSCME 1776

Signed by:  
 4/17/2025  
4FB58E96CC034B4...  
Thomas Burns, Vice President AFSCME 1776

Signed by:  
 4/18/2025  
CD45915CEA3C485  
Latrelle Mitchell, Staff Representative  
AFSCME Council 93