

## **Memorandum of Agreement**

*In support of a labor management trust fund to support workplace education programs*

We recognize that the development of essential employee basic skills is integral to quality customer service, employee advancement and retention, employee job knowledge, employee skill levels, and overall operational work efficiencies.

We concur that the success of the Labor/Management Workplace Education Program (LMWEP) is a testament to our commitment to quality employee basic skills services. Since 1987 considerable good will, time and resources has been committed to this award-winning joint effort that has received much national, state, regional, and local recognition.

By supporting labor management workplace education programs, we recognize the critical importance of maintaining on-going opportunities for employees to improve such workplace basic skills as writing, reading, math, English, communication, computer, diversity and leadership. We recognize the importance of these sequential offerings for our multi-cultural workforce. Moreover, we affirm the worth of working together on this collaborative, joint labor/management effort. Investment in workforce development and human resources is a priority for us. In particular, we have much to gain from program-associated workplace outcomes.

We therefore agree that to support the following:

- 1) That an independent trust fund with funding provided on a sustained basis is a desirable model for the continued operation of the labor management workplace education programs for University of Massachusetts Amherst employees who are members of bargaining units represented by the Unions that are included in this trust fund.
- 2) That a legislative enabling act is needed to begin the process of establishing such a trust fund and the parties agree such an enabling act would be beneficial if introduced and passed providing that such trust fund did not affect the University's current budget and budget autonomy.
- 3) If such enabling act is passed, the parties agree and understand the next step in establishing such trust fund would be the drafting and execution of a Trust Document. The Trust Document would need to be approved by the University of Massachusetts and the unions that comprise the trust fund.
- 4) The Parties agree that such a trust might include the following provisions:
  - a) Upon establishment of a labor management trust fund for workplace educational programs, the trust fund shall be overseen by a joint labor-management board of trustees consisting of five (5) members nominated by the University and five (5) members nominated by the Exclusive Representatives of the certified bargaining units on the Amherst Campus (AFSCME, USA/MTA, PSU). All actions of this joint labor-management committee shall be by majority vote. This agreement does not bar but shall

not require the selection of an additional member appointed by mutual agreement and consent to resolve matters that are persistently deadlocked before the Board of Trustees of the trust fund.

- b) The goal of trust fund shall be to provide effective services to the largest possible number of University of Massachusetts Amherst employees and to deliver those services in a cost efficient manner.

Following establishment of a trust, any funds appropriated by the General Court of the Commonwealth for the purposes of supporting trust shall be forwarded by the University to the trust fund. The parties agree that their joint goal of funding for labor management trust fund for workplace educational programs in an amount that equals \$2.25 per full time equivalent employee for each payroll week to be paid into this labor-management trust fund. Further they agree this amount represents a desirable and sufficient level of funding to provide the service they would seek to have supported by the funds in the labor management trust fund for workplace educational programs.

It is understood that this agreement does not constitute an agreement between the University of Massachusetts and three unions whose duly authorized representatives have signed below but rather memorializes three separate agreements between the University and each of the Unions signatory to this agreement. This agreement is entered into to further the parties' goal of establishing a trust fund for supporting labor management workplace education programs on a sound and continuing basis of sufficient funding. In witness of the terms conditions and understandings expressed above the duly authorized representatives of the parties to this agreement affix their signature below this \_\_\_\_ day of February 2008.

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The University of Massachusetts at Amherst

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AFSCME Local 1776

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Professional Staff Union, Unit B

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University Staff Association