

This agreement is between the University of Massachusetts Boston (hereinafter “the University” and the Classified Staff Union/Massachusetts Teachers Association/National Education Association (hereinafter “the Union”) and contains the following terms and conditions:

Duration

The parties have reached an agreement on the changes that will be made in the contract between the University and the Union that is set to expire on June 30, 2023. All the terms and conditions of that prior agreement will be carried over, and dates adjusted accordingly, except for the specific changes listed in this memorandum of agreement and changes necessary to reflect the term of this contract extension agreement, which is July 1, 2023 to June 30, 2024.

Salary

1. Replace the language in Article 26.1.1 (a) and (b) with the following:
 - (a) Effective the first full pay period of July 2023, otherwise eligible members of the bargaining unit shall receive a base salary increase of four percent (4%) based on the salary in effect on May 1, 2023. To be eligible for this salary increase, an employee must have been on the payroll on June 30, 2023.
 - (b) Effective the first full pay period of January 2024, otherwise eligible members of the bargaining unit shall receive a base salary increase of four percent (4%) based on the salary in effect on May 1, 2023. To be eligible for this salary increase, an employee must have been on the payroll on December 31, 2023.

2. Replace Article 26.1.4 with the following:

A Classification/Adjustment Pool equal to \$500 per FTE in the bargaining unit shall be established. (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 the average number of bargaining unit members for the last calendar year from May 1, 2022 – May 1, 2023 and shall be distributed in accordance with Article 26.1.5.

3. Replace Article 26.1.5 with the following:

The Classification/Adjustment Pool described in Article 26.1.4 shall be distributed as follows:

- a. Increase the summer/winter per course rate by \$400 per course to \$5,500.
- b. Increase the anti-racism funds by \$20,000 (to be added to the \$25,000 in RES funds dedicated to anti-racism).
- c. Increase the salaries of all Librarians by \$1,000 per year (15 librarians).
- d. Increase Associate Lecturer/Clinical Associate Lecturer to \$5500 per course minimum.

For the Union:

DocuSigned by:

Katie D'Urso

6/28/2023

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Jason Rodriguez

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6/28/2023

For the Administration:

DocuSigned by:

Michelle Gallagher

6/28/2023

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Circulated for execution: June 28, 2023

