

Side Letter Memorandum of Agreement
Successor Collective Bargaining Agreement
University of Massachusetts Lowell and Massachusetts Society of Professors/MTA

This Side Letter Memorandum of Agreement is made by and between the University of Massachusetts Lowell (hereinafter “University”) and the Massachusetts Society of Professors/Massachusetts Teachers Association (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 seek to align the promotional percentage increase between teaching/clinical and tenure-track faculty; and

WHEREAS, the Parties recognize that the periodic adjustment of compensation rates within the Department of Graduate, Online, and Professional Studies (GPS), may be necessary;

NOW THEREFORE, in consideration of the mutual promises and agreements contained herein, the Parties agree as follows:

1. Article XIX, Salary and Other Financial Benefits, Section D
Effective the first pay period in September 2025, the promotional increase from Associate Teaching Professor to Full Teaching Professor, and from Associate Clinical Professor to Full Clinical Professor, shall be adjusted from 10% to 13%. This adjustment will apply to all current teaching/clinical faculty who have been promoted to Full Teaching or Clinical Professor pursuant to the terms of the collective bargaining agreement. The adjustment is not retroactive.
2. Article XVI, Part I, Section (B)(4)(a)
Effective the Fall 2025 semester, teaching rates for bargaining unit members teaching within the Department of Graduate, Online, and Professional Studies (GPS) shall be increased by 3%.
3. This Side Letter of Agreement, in conjunction with the above referenced Agreement, is contingent upon ratification by the Union and approval by the University.
4. The terms of this Side Letter of Agreement shall be incorporated into the Parties collective bargaining agreement.

Executed this 25 day of July, 2025.

For the Union:

Adam St. Jean
Adam St. Jean (Jul 25, 2025 11:02:14 EDT)
Adam St. Jean

For the University:

Joseph C. Hartman
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Co-chair, MSP Bargaining Team

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William Storella (Jul 25, 2025 11:38:32 EDT)

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7/25/2025 | 2:19:41 PM EDT

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7/29/2025 | 1:19:20 PM EDT

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Martin Meehan
President