

Side Letter of Agreement
Successor Collective Bargaining Agreement
University of Massachusetts Lowell and Teamsters Local 25

This Side Letter Memorandum of Agreement is made by and between the University of Massachusetts Lowell (hereinafter “University”) and Teamsters Local 25 (hereinafter “Union”), collectively the “parties.”

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

WHEREAS, the parties wish to address recruitment and retention concerns for positions covered under the collective bargaining agreement;

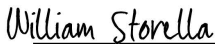
NOW THEREFORE, for the mutual considerations and promises contained herein, the parties agree as follows:

1. Effective January 5, 2025, eliminate Step1 from the salary scale and rename the steps accordingly. Create a new step 7 at 2% above the new step 6. Employees on the previous step 1 shall be placed on the new step 1. Employees shall progress to the next step on the salary scale on their current step anniversary date. Employees who were on the previous step 7 for more than fifty-two (52) weeks shall be placed on the new step 7 effective January 5, 2025.
2. 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.
3. 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.

Executed on this _____ day of October 2024

For the University:

DocuSigned by:



304570410755CE4071
William Storella Director of Labor Relations
11/5/2024 | 10:07 EST

For the Union:

Thomas G. Mari, President/Principal Officer

DocuSigned by:



08FD063742864193
Ronald Dickerson, Chief of Police
11/5/2024 | 08:58 EST

DocuSigned by:



CE663D2A235A409
Jason A. Lopes, Business Agent
11/1/2024 | 09:29 PDT

DocuSigned by:
John Dunlap
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11/5/2024 | 1:05:03 PM EST
John Dunlap, Chief Human Resources Officer

DocuSigned by:
J. Connors
40FB3987E78F4D6...
Jen Connors, Shop Steward
11/1/2024 | 17:43 EDT

DocuSigned by:
Martin T. Meehan
FAA6EB64DFDF4B1...
Martin Meehan, Presiden
11/9/2024 | 4:35:50 AM EST

DocuSigned by:
SC
000615702E08162...
Scott Childs, Shop Steward
11/1/2024 | 15:55 EDT