

Side Letter of Agreement
Successor Collective Bargaining Agreement
University of Massachusetts Lowell and Service Employees International Union, Local 888

This Side Letter Memorandum of Agreement is made by and between the University of Massachusetts Lowell (hereinafter “University”) and Service Employees International Union, Local 888 (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 recognize the value of professional development and are committed to providing a healthy and supporting working environment for the members of the bargaining unit; 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. Commencing in Year 2 of the Agreement, the University shall provide \$10,000.00 annually to a professional development and discretionary fund. This fund shall be used to supplement professional development opportunities provided to employees by their department and the University and to support initiatives intended to enhance the overall working environment for members of the bargaining unit. Expenses from the fund shall be approved by the President of the Union, or their designee, and the University’s Office of Human Resources. Unused funds in any year shall not roll over into the following year. The parties shall memorialize this fund in their successor collective bargaining agreement covering the period of July 1, 2024 to June 30, 2027.
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 13th day of November 2024

For the University:

DocuSigned by:

William Storella

William Storella, Director, Labor Relations

11/14/2024 | 09:25 EST

DocuSigned by:

John Dunlap

John Dunlap, CHRO

11/19/2024 | 4:02:46 PM EST

DocuSigned by:

Martin T. Meehan

Martin Meehan, President

11/26/2024 | 8:49:19 AM EST

For the Union:

DocuSigned by:

Justin J. Lawler

Justin Lawler, Director

11/13/2024 | 17:11 EST

DocuSigned by:

Maureen Medeiros

Maureen Medeiros, Representative, SEIU

11/13/2024 | 17:16 EST