

**Memorandum of Agreement  
Successor Collective Bargaining Agreement  
University of Massachusetts Lowell and the Maintenance and Trade Unit/MTA**

This agreement is between the Board of Trustees of the University of Massachusetts Lowell (hereinafter “University”) and the Maintenance and Trade Unit, MTA (hereinafter “Union”), collectively the “parties” and contains the following terms and conditions:

The parties have reached agreement on the terms of a successor collective bargaining agreement to their contract covering the period of July 1, 2020, through June 30, 2023. This agreement covers the term July 1, 2023, through June 30, 2024. The parties will as promptly as feasible incorporate the agreements listed in this memorandum into a complete agreement. This memorandum lists those revisions made for the July 1, 2023, through June 30, 2024 agreement, otherwise, the successor agreement shall carry forward the terms and conditions laid out in the prior agreement. The parties have agreed to the following changes:

**ARTICLE 12  
EMPLOYEE COMPENSATION**

- ***Modify Article 12, Section 1 to reflect the following:***

Over the term of the agreement, the following salary adjustments shall be made:

1. Effective the start of the first full pay period in July 2023 (i.e., July 2, 2023), members of the bargaining unit who meet the eligibility criteria for satisfactory performance shall receive a base salary increase of four percent (4.0%).
2. Effective the start of the first full pay period in January 2024 (i.e., January 14, 2024), members of the bargaining unit who meet the eligibility criteria for satisfactory performance shall receive a base salary increase of four percent (4.0%).

*Maintain current contract language:*

To be eligible for any salary increase contained above, an employee must be on the payroll, including any authorized leave of absences, on the effective date of such salary increase and either 1) on the payroll during the pay period during which such salary increase is implemented; or 2) retired, laid off, or deceased after the effective date of such salary increase. Employees who leave the university voluntarily or are discharged for cause after the effective date of the salary increase are not eligible for the increase or any retroactive pay.

**Classification/Adjustment Pool**

A Classification/Adjustment Pool equal to \$500.00 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 distribution of the Classification/Adjustment Pool, as agreed to by the Parties, is as follows:

1. Effective the start of the first full pay period in July 2023 (i.e., July 2, 2023), in addition to the base salary increases identified above, increase all steps located within Grades 10 (Skilled Laborer) and 11 (Maintainer II) of the salary scale by two percent (2%).

**ARTICLE 42  
DURATION**

- **Modify Article 42, Duration, to reflect the following:**

This Agreement shall be for the one (1) year period from July 1, 2023, through June 30, 2024, and terms herein shall become effective on the date of its execution by the parties, unless otherwise specified. This Agreement will remain in full force and effect until a new Agreement is executed or an impasse in negotiations is reached. Nothing herein shall derogate from the legal rights and duties of the respective parties relative to matters that impact mandatory subjects of collective bargaining.

Executed this 30<sup>th</sup> day of May 2023

For the University:

DocuSigned by:  
*Jean Robinson*

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Jean Robinson, Associate Vice Chancellor  
Facilities Management

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*William Storella*

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William Storella, Director of Labor Relations  
Human Resources

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*Michael C. Rutherford*

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Michael Rutherford, Associate Vice Chancellor  
Human Resources

For the Union:

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*Henry Cornu*

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Henry Cornu, President  
Maintenance and Trades Unit

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Stephan Turcotte, Secretary, MTU

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*Miles Stern*

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Miles Stern, Field Representative  
Massachusetts Teachers Association