

Memorandum of Agreement  
Successor Collective Bargaining Agreement  
University of Massachusetts and International Brotherhood of Teamsters, Local 25

This agreement is between the Board of Trustees of the University of Massachusetts (hereinafter "University") and the International Brotherhood of Teamsters, Local 25 (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 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 to reflect the following:*

**1. Salary Increases**

Subject to the eligibility requirements contained in section 2 below, salary increases shall be as follows:

- a. Effective the start of the first full pay period in July 2023 (i.e., July 2, 2023), members of the bargaining unit with a performance rating of at least "Successful" on his or her most recent performance evaluation shall receive a base salary increase of four percent (4.0%).
- b. Effective the start of the first full pay period in January 2024 (i.e., January 14, 2024), members of the bargaining unit with a performance rating of at least "Successful" on his or her most recent performance evaluation shall receive a base salary increase of four percent (4.0%).

2. To be eligible for the any salary increase contained in paragraph 1 above, an employee must be on the payroll, including any authorized leave of absences, on the effective date of such salary increase and either a) on the payroll during the pay period during which such salary increase is implemented; or b) retired 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 or are not on the payroll, except as provided for above, when the salary increases are implemented, are not eligible for the increase or any retroactive pay.

**3. 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), prior to the implementation of any base salary increase identified above, Step 1 of Salary Grades 13, 13E, and 14E shall be eliminated and a new Step 7 shall be created at two percent (2%) above the previous Step 7 base salary rate.
2. The Settlement Agreement between the Parties dated April 24, 2022, addressing holiday weekend shift differential pay, shall remain the practice for applying shift differentials to members of the bargaining unit rendering service on a holiday weekend.

Article 10, Section 1 of the collective bargaining agreement shall be amended to read, "If a member of the bargaining unit renders service on a Monday or Friday that is recognized by the university as a holiday as identified in this section, weekend shift differential shall apply for each hour of service rendered on such day."

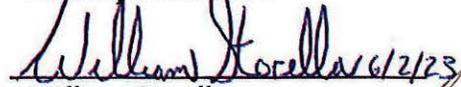
3. The remainder of the funds from the Classification/Adjustment Pool, after funding items 1 and 2 of this section, shall be distributed evenly amongst members of the bargaining unit in the form of a one-time lump sum incentive payment.

Executed this 29th day of May 2023

For the University:



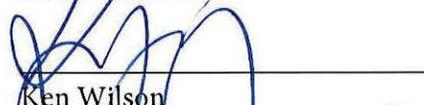
Randolph Brashears



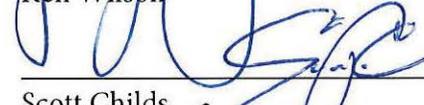
William Storella



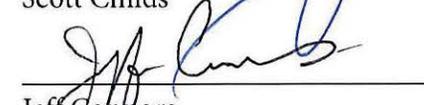
Ron Dickerson



Ken Wilson



Scott Childs

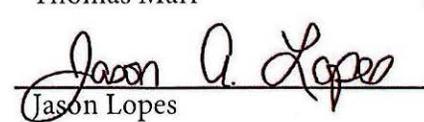


Jeff Connors

For Teamsters, Local 25:



Thomas Mari



Jason Lopes

