

**Memorandum of Agreement
Successor Collective Bargaining Agreement
University of Massachusetts Lowell and the Union of Adjunct Faculty of the United
Automobile, Aerospace, and Agricultural Implement Workers of America**

This agreement is between the University of Massachusetts Lowell (hereinafter “University”) and the Union of Adjunct Faculty of the United Automobile, Aerospace, and Agricultural Implement Workers of America (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 January 1, 2022 through December 31, 2022. This agreement covers the term January 1, 2023 through June 30, 2024. The parties will as promptly as feasible incorporate the applicable agreements listed in this memorandum into a complete agreement. This memorandum lists those revisions made for the January 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 23: COMPENSATION

- *Modify the article in the following manner:*

Effective Fall Semester 2023: 6% increase to base teaching rates

ARTICLE 36: TERM OF AGREEMENT AND RENEWAL OF AGREEMENT

- *Modify the article in the following manner:*

This Agreement shall be in full force and effect from January 1, 20~~23~~¹⁹ to and including - June 30, 2024 ~~December 31, 2021~~, and thereafter shall continue in effect unless notice of a desire to modify or terminate the Agreement is given by either party to the other, in writing and by certified mail, return receipt requested, at least sixty (60) days prior to the expiration of the Agreement; provided, however, that where neither party gives such sixty (60) day notice of modification or termination prior to the expiration of the Agreement, the Agreement shall continue in effect until terminated or modified following notice by either party to the other, in writing and by certified mail, return receipt requested, of a desire to terminate or modify the Agreement, at least ninety (90) days thereafter.

For inclusion in the Memorandum of Agreement:

In the event that it has been determined that the terms and conditions of this Memorandum of Agreement are subject to the appropriation provision of Chapter 150E §7(c) of the Massachusetts General Laws, the parties agree to reopen the provisions of this Memorandum of Agreement for further collective bargaining as it relates to base teaching rate increases and a classification/adjustment pool.

Agreed to this 9th day of November 2023.

For the Union:

DocuSigned by:

Ellen Martins

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Ellen Michaud Martins, President, UAF

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Rosemarie Buxton

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Rosemarie Buxton, Vice President, UAF

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Patrick Lochelt

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Patrick Lochelt, Recording Secretary, UAF

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Kathy Melish

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Kathy Melish, President, UAW 1596

For the University:

DocuSigned by:

Julie Nash

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Julie Nash, Vice Provost, Academic Affairs

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Nancy Ludwig

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Nancy Ludwig, Dean, GPS

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Sue Kim

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Sue Kim, Associate Dean, FAHSS

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William Storella

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William Storella, Director, Labor Relations

John Dunlap

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John Dunlap, Chief Human Resources Officer

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Martin T. Meehan

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Martin T. Meehan, President