

**Memorandum of Agreement  
Successor Collective Bargaining Agreement  
University of Massachusetts Lowell  
and the  
Service Employees International Union, Local 888**

This agreement is between the Board of Trustees of the University of Massachusetts Lowell (hereinafter “University”) and the Service Employees International Union, Local 888 (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 10 - Salaries**

- *Amend Article XIX Section A to reflect the following:*

A) Salary Adjustments:

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 “Successful” 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 “Successful” performance shall receive a base salary increase of four percent (4.0%).

Members of the bargaining unit who have a performance rating of less than “Successful” shall receive the applicable base salary increase if they have not been given a professional development plan (PDP).

For members on a PDP with a performance rating of less than “Successful” and upon a successful completion of the PDP, they shall receive the applicable base salary increase prospectively.

To be eligible for a salary adjustment contained above, an employee must be hired by the university prior to April 1, 2023 to receive the July 2023 increase and hired prior to October 1, 2023 to receive the January 2024 salary increase and, 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 the such salary increase is implemented; or 2) retired, deceased, or laid off after the effective date of the salary increase.

**Merit Pay -maintain current contract language**

**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 calculation of the Classification/Adjustment Pool shall be determined based on the number of employees in the bargaining unit as of June 30, 2023. The distribution of the Classification/Adjustment Pool shall be as follows:

1. Classification/Adjustment Pool funds shall be utilized to fund one (1) additional personal day for members of the bargaining who were hired prior July 1, 2023 to be used during the 2024 calendar year. It is understood by the parties that the issuing of this personal day is on a one-time basis. Eligible members of the bargaining unit must use this personal day by the last payroll date of the payroll month of December 2024 or the personal day will be forfeited by the member. Use of this personal day shall be in accordance with the same policies and practices governing bargaining unit personal leave established under Article 13 of the collective bargaining agreement.
2. The remainder of the funds from the Classification/Adjustment Pool, after funding item 1 of this section, shall be utilized for the purpose of funding any salary equity adjustments identified by the University during Fiscal Year 2023-2024.

If there are funds remaining after any salary equity adjustments as identified in item 2 of this section, the remaining funds shall be utilized as follows:

3. A one-time contribution to the University of Massachusetts/SEIU Local 888 Health and Welfare Fund. Any contribution made by the University to the Health and Welfare Fund shall not be used for any purpose other than to provide health and welfare benefits and to pay the operating and administering expenses of the Fund.

### ARTICLE 29 - Duration

This Agreement shall be for a one (1) year period from July 1, 2023 to June 30, 2024 and terms contained herein shall become effective upon ratification of this agreement unless otherwise specified. At the written request of either party, negotiations for a subsequent Agreement will be commenced on or after March 1, 2024. This Agreement will remain in full force and effect until a new Agreement is executed or an impasse in negotiations is reached.

Executed this 20<sup>th</sup> day of June 2023:

For the University:

SEIU Local 888:

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*William Storella*

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William Storella 6/23/2023 | 09:02 EDT

Director of Labor Relations

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*Justin J. Lawler*

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Justin Lawler 6/23/2023 | 15:40 EDT

Chapter President, SEIU

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*Michael C. Rutherford*

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Michael Rutherford 6/23/2023 | 15:25 EDT

Assoc. Vice Chancellor for Human Resources

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*Maureen Medeiros*

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Maureen Medeiros 6/26/2023 | 11:36 EDT

Director of Internal Organizing, SEIU

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*Adam Dunbar*

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Adam Dunbar 6/26/2023 | 12:03 EDT

Chapter Vice President, SEIU

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*Michael Bliss*

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Michael Bliss 6/26/2023 | 12:07 EDT

Recording Secretary, SEIU

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*Michael Kennedy*

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Michael Kennedy 6/26/2023 | 13:39 EDT

Membership Secretary, SEIU

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*Amy Liss*

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Bargaining Team Member, SEIU