

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is by and between the American Federation of State, County, and Municipal Employees AFL-CIO – Council 93, Local 507 (“Union”) and the University of Massachusetts Dartmouth (“University”), collectively, “the Parties,” and contains the parties’ agreement for a one (1) year Contract Extension.

WHEREAS, the University and the Union wish to extend the recently ratified contract; and

WHEREAS, the State of Massachusetts has approved economic parameters to fund such an extension.

NOW THEREFORE, for the mutual promises and considerations contained herein, the University and the Union agree as follows:

Salary Increases and Contract Extension:

- 1) This agreement shall be for a one (1) year period from July 1, 2023 to June 30, 2024 and the terms contained herein shall become effective on July 1, 2023 unless otherwise specified. It is expressly understood and agreed that subject to ratification by local 507 Membership, the predecessor agreement shall be modified in accordance with this Memorandum of Agreement.
- 2) Effective the date the parties reach agreement on a one (1) year extension of the contract, but no sooner than 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, as further defined in Article 12, Section 2 of the Collective Bargaining Agreement, *Eligibility for Increases*, shall receive a base salary increase of four percent (4.0%).
- 3) Effective six (6) months after the date the parties reach agreement on a one (1) year contract extension, but no sooner than the start of the first full pay period in January of 2024 (i.e. January 14, 2024) members of the bargaining unit who meet the eligibility criteria for satisfactory performance, as further defined in Article 12, Section 2 of the Collective Bargaining Agreement, *Eligibility for Increases*, shall receive an additional base salary increase of four percent (4.0%).
- 4) To be eligible for the any salary increase contained in paragraphs (2) or (3) above, an employee must be on the payroll, including any furlough, sabbatical, or other 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 and, deceased, or laid off after the effective date of such salary increase. Employees who left/leave the University voluntarily or were discharged for cause after the effective date of the salary increase are not eligible for any increase or any retroactive pay.

5) Classification/Adjustment Pool:

A Classification/Adjustment Pool equal to \$500.00 per FTE in the bargaining unit has been established. The calculation of the Classification/Adjustment Pool has been determined to be seventy thousand dollars, (\$70,000) based on bargaining unit average population.

The distribution of the Classification/Adjustment Pool has been mutually determined by the Parties and will address the lowest compensated employees in the bargaining unit.

This proposal is contingent upon further customary approvals and funding. The pool adjustments will be applied prior to the 4% July 2, 2023 increases.

The parties agree that the \$500.00 per FTE pool shall be applied to unit members as follows:

Grade #11: Increase base by 2.0%

Grade #13: Increase base by 1.65%

Grade #14: Increase base by 1.5%

Grade #15: Increase by .50%

DocuSigned by:
Cynthia N. Costa 6/26/2023
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For the Union Date

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For the University Date

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Shirley A. Keane 6/26/2023
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For AFSCME Council 93 Date