

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, 2019 through December 31, 2021. This agreement covers the term January 1, 2022 through December 31, 2022. 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 January 1, 2022 through December 31, 2022 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:

1. Wages:

Effective Fall Semester 2022: 2% increase to base teaching rates

One-Time Additional Payment

In consideration for the disruption brought about by COVID-19 and as a recognition for the cooperation demonstrated by members of the bargaining unit, employees shall receive a one-time payment equivalent to one and one-half percent (1.5%) of their teaching earnings (minimum payment amount of \$200) from September 1, 2020 through August 31, 2021.

In order to be eligible to receive this one-time payment, a member of the bargaining unit must have taught at least one course, to include applied music instruction, at the University in either the fall semester of 2021 or the spring semester of 2022. The university will endeavor to distribute these payments to eligible employees by the last pay date of the spring semester 2022 (i.e., May 27, 2022) but no later than the last paid date of FY’22 (i.e., July 8, 2022).

The parties have exercised best efforts to identify bargaining unit members eligible to receive this payment and the applicable amount of each payment and is attached as part of this agreement. In the event there is a dispute over eligibility and/or payment amount as reflected in the attached, the parties will meet to evaluate the dispute for appropriate rectification using the parameters set forth above.

2. Miscellaneous:

The parties agree that the labor management committee shall meet during the life of this contract to discuss student midterm evaluations.

3. Term of Agreement and Renewal of Agreement

This Agreement shall be in full force and effect from January 1, 2022 to and including December 31, 2022, 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.

Agreed to this 22 day of April 2022.

For the Union:

DocuSigned by:
Ellen Martins 4/22/2022 | 20:06 EDT
24044E2EDC87410...
Ellen Michaud Martins, President, UAF

DocuSigned by:
Kathy Melish 4/26/2022 | 08:30 EDT
95073805C44C459...
Kathy Melish, President, UAW 1596

For the University:

DocuSigned by:
Julie Nash 4/26/2022 | 08:56 EDT
A385817CB2EE4CA...
Julie Nash, Vice Provost, Academic Affairs

DocuSigned by:
William Storella 4/26/2022 | 09:00 EDT
30A5D4D7FEE417...
William Storella, Director of Labor Relations

DocuSigned by:
John Dunlap 5/2/2022 | 14:24 EDT
529C9F9F3299489...
John Dunlap, Chief Human Resources Officer

DocuSigned by:
Martin T Meehan 5/5/2022 | 5:06:58 PM EDT
8A62A71FF7F0468...
Martin T. Meehan, President