
the university voluntarily or are discharged for cause after the effective date of the salary increase are not eligible for the increase or any retroactive pay.

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 base salary rate (minimum payment amount of \$1,000) in effect after the salary increase effective the date on which the parties reach agreement on a successor collective bargaining agreement.

In order to receive this one-time payment, a member of the bargaining unit must be on the payroll, including any authorized leave of absence, on the date of distribution of this payment. Members of the bargaining unit on the payroll for less than twelve (12) months from the date of distribution of this payment shall receive this one-time payment at a prorated rate.

Executed this first day of November 2021

For the University:



For the Union:

DocuSigned by:

DocuSigned by:
Matthew Smith

Memorandum of Agreement

This Agreement is by and between the Board of Trustees of the University of Massachusetts, Lowell (University) and the Classified/Technical Unit, MTA (Union), collectively, the Parties.

WHEREAS, on or about September 15, 2019, pursuant M.G.L. c. 175M, §6(c)(1) and 6(c)(2), the University began to deduct a portion of the wages earned by members of the bargaining unit represented by the Union; and

WHEREAS, on or about October 15, 2019 the Union filed a Charge of Prohibited Practice, alleging that the University unilaterally implemented such deductions without bargaining in good faith to resolution or impasse; and

WHEREAS, the Parties wish to resolve any and all matters concerning such deductions and such Charge of Prohibited Practice;

NOW THEREFORE, for the mutual promises contained herein, the su