

Memorandum of Agreement  
Successor Collective Bargaining Agreement  
University of Massachusetts Lowell and the Graduate Employee Organization, UAW Local 1596

This agreement is between the University of Massachusetts Lowell (hereinafter “University”) and the Graduate Employee Organization, UAW Local 1596 (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, 2026. 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 2026 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 V. Union Representation**

- *Modify article in section 10 to read as follows:*
- 5.10. There shall be a joint labor/management committee comprised of an equal number of representatives from management and the Union. The committee shall meet monthly, unless the parties agree otherwise, to discuss items of concern at any time during the life of this Agreement. Topics for the labor/management committee to discuss include, but shall not be limited to, TA/RA/GAA staffing levels across the University for a given semester or year, University budgetary concerns or plans that impact TA/RA/GAAs, a change in the University's method for determining which departments and colleges receive higher funding for graduate assistants, and university policies and procedures that impact TA/RA/GAAs such as Equal Opportunity and Outreach (EOO) policies and procedures prohibiting discrimination and sexual harassment, reasonable accommodations and accessibility, etc. If an agenda item for a labor/management meeting makes it necessary for a management representative from a specific department to be in attendance, the University shall make a good faith effort to have an appropriate representative available for the meeting.

**Article IV. Non-Discrimination**

- *Modify article in section 1 to read as follows:*
- 4.1. The University shall not discriminate on the basis of race, native language or dialect, gender, gender identity or expression, color, religion, creed, caste, marital status, pregnancy or pregnancy related conditions, parental status, national origin, ethnicity, age, sexual orientation, disability, political affiliation or belief, veteran status, citizenship, or Union affiliation and/or activities.

**Article XII. Stipends, Tuition, Fees and Benefits**

- *Modify article to reflect the following stipends:*

**Stipends**

Fall 2023: Effective the start of Fall Semester 2023, the stipend table shall be as specified below. These are minimum stipends payable to TA/RA/GAA's:

|        | Academic Year Full Time (18 hrs) | One Semester Full Time (18 hrs) | Academic Year Part Time (9 hrs) | One Semester Part Time (9 hrs) |
|--------|----------------------------------|---------------------------------|---------------------------------|--------------------------------|
| Step 1 | \$19,601.03                      | \$9,800.52                      | \$9,800.52                      | \$4,900.26                     |
| Step 2 | \$20,074.48                      | \$10,037.24                     | \$10,037.24                     | \$5,018.62                     |
| Step 3 | \$21,565.38                      | \$10,782.69                     | \$10,782.69                     | \$5,391.35                     |

Fall 2024: Effective the start of Fall Semester 2024, the stipend table shall be as specified below. These are minimum stipends payable to TA/RA/GAA's:

|        | Academic Year Full Time (18 hrs) | One Semester Full Time (18 hrs) | Academic Year Part Time (9 hrs) | One Semester Part Time (9 hrs) |
|--------|----------------------------------|---------------------------------|---------------------------------|--------------------------------|
| Step 1 | \$20,973.10                      | \$10,486.55                     | \$10,486.55                     | \$5,243.28                     |
| Step 2 | \$21,479.69                      | \$10,739.85                     | \$10,739.85                     | \$5,369.93                     |
| Step 3 | \$23,074.96                      | \$11,537.48                     | \$11,537.48                     | \$5,768.74                     |

Fall 2025: Effective the start of Fall Semester 2025, the stipend table shall be as specified below. These are minimum stipends payable to TA/RA/GAA's:

|        | Academic Year Full Time (18 hrs) | One Semester Full Time (18 hrs) | Academic Year Part Time (9 hrs) | One Semester Part Time (9 hrs) |
|--------|----------------------------------|---------------------------------|---------------------------------|--------------------------------|
| Step 1 | \$22,231.49                      | \$11,115.75                     | \$11,115.75                     | \$5,557.88                     |
| Step 2 | \$22,983.27                      | \$11,491.64                     | \$11,491.64                     | \$5,745.82                     |

|        |             |             |             |            |
|--------|-------------|-------------|-------------|------------|
| Step 3 | \$24,690.20 | \$12,345.10 | \$12,345.10 | \$6,172.55 |
|--------|-------------|-------------|-------------|------------|

### **Article XIII. Health and Dental Insurance**

- *Modify article in sections 1 and 2 to reflect the following:*

- 13.1. The University agrees to pay one-hundred percent (100%) of the cost of an individual health plan available to all bargaining unit members through the university.
- 13.2 Effective in Academic Year 2023-2024, the University agrees to pay sixty percent (60%) of the total cost of student only optional dental plans available to all students through the University.

### **Professional Growth and Development**

- *Add the following contract language:*

Effective Academic Year 2023-2024, the University shall establish a Professional Development Fund of up to \$30,000 annually to be utilized by members of the bargaining unit for legitimate professional development purposes. Acceptable use of funds and method of distribution shall be determined by a special labor-management committee.

It is understood that funds shall not carry over from year to year.

### **Side Letter of Understanding**

Absence Due to Illness or Personal Injury

- *See attached*

### **Bargaining Unit Composition**

- *Not for CBA integration:*

Within sixty (60) days upon ratification of this agreement, the parties shall meet as a committee in order to discuss and identify potential fellowship awards that can be converted into TA/RA/GAA contracts for the purpose of being recognized under the collective bargaining agreement. The committee shall be comprised of four (4) representatives from management and four (4) representatives from the union. All conversions must be mutually agreed upon by the parties and any decision not to convert a fellowship into a TA/RA/GAA contract shall not be subject to the grievance and arbitration process to the extent that such fellowship does not meet the definition of a TA/RA/GAA under Article 1, Recognition, of the collective bargaining agreement.

**Article XVII. Duration**

- *Modify Article in the following manner:*

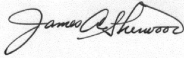
This Agreement shall remain in force and effect until June 30, 2026 and thereafter for successive periods of one (1) year each unless notice is giving in writing either by the Union or by the University to the other party not less than one hundred eighty (180) days prior to the expiration date of any such period of the desire to modify, amend or terminate this Agreement. This Agreement shall be binding on and insure to the benefits of the parties hereto, their successors and assigns.

Executed this \_\_\_\_\_ day of January 2024:

For the University:


DocuSigned by:  
  
 8867318A0F8B48A...  
 Anne Maglia, Vice Chancellor

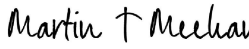
DocuSigned by:  
  
 B2B6689E343E4A5...  
 Steven Tello, Special Assistant to the Provost

DocuSigned by:  
  
 C40C9B77AC294AF...  
 James Sherwood, Dean

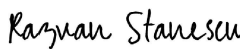
DocuSigned by:  
  
 2F71947C3B4D4FE...  
 Stephen Norton, Assistant Dean

DocuSigned by:  
  
 30A6D4D7FECE417...  
 William Storella, Director of Labor Relations

DocuSigned by:  
  
 529C9F9F3299489...  
 1/12/2024 | 5:20:03 PM EST  
 John Dunlap, Chief Human Resources Officer

DocuSigned by:  
  
 8A62A71FF7F0468...  
 1/17/2024 | 8:04:56 PM EST  
 Martin T. Meehan, President


For the Union:

DocuSigned by:  
  
 E17A0959B5074BD...  
 Razvan Stanescu, President, GEO

DocuSigned by:  
  
 3FB5F7106B144FB...  
 Najifa Tanjeem, Vice President

DocuSigned by:  
  
 79BB6D9EC901467...  
 Toby Morris, Office

DocuSigned by:  
  
 C98E84A8C1F74BB...  
 Daniel Rourke, Officer

DocuSigned by:  
  
 95073886C44C450...  
 Kathy Melish, President, UAW 1596