

MEMORANDUM OF AGREEMENT

This memorandum of agreement is between the UNIVERSITY OF MASSACHUSETTS AMHERST (hereinafter University) and the UNIVERSITY STAFF ASSOCIATION/MASSACUSETTS TEACHERS ASSOCIATION/NEA and contains the following terms and conditions:

- 1) This agreement reflects the changes the parties described above reached to amend their collective bargaining agreement which expired on June 30, 2017 in their bargaining session on July 30, 2018. Language which is new in the contract covering the period July 1, 2017 through June 30, 2020 is shown in bold. This agreement provides a 2% increase to the salary schedules contained in the expired agreement effective July 1, 2017, July 1, 2018 and July 1, 2019. Their July 1, 2014 through July 30, 2017 contract shall be amended as follows:

Article 1 shall be amended as follows:

Change second paragraph as follows:

All full-time and regular part-time administrative, clerical, and technical employees of the University of Massachusetts at Amherst; excluding regular part-time employees who are expected to work less than 50 percent (50%) of the hours in a work year of a full-time employee in the same title; managerial and confidential employees within the meaning of M.G.L. Chapter 150E; students; employees paid on an hourly basis; ~~supervisory employees~~ and all other employees.

Article 4 shall be amended as follows:

SECTIONs 2 & 3. [Only change is in bold]

An employee may withdraw his/her Association dues check off authorization by giving at least sixty (60) days' notice, in writing, to the Association **treasurer and the designated campus personnel officer**.

Article 6 shall be amended as follows:

SECTION 8. rename to **COMMUNICATION**

Make existing text into paragraph A, "Bulletin Boards"

- B. **The Association shall have the right to communicate with bargaining unit members through the use of the University campus mail and email systems and using such member's University addresses and email addresses, so long as such utilization does not interfere with member's regular job duties and is done in accordance with University policies regarding mail and email in effect at time of ratification.**
- C. **Members of the bargaining unit shall have access to the University Staff Association web site from each work location in which employees have internet or other web access provided and shall have the right to contact the Association office during lunch and rest breaks so long as doing so does not interfere unreasonably with member's regular job duties.**
- D. **In work areas where employees do not yet have ready access to computers, the following shall apply:**
 - a. **Supervisors will make every effort to give employees access to a computer and printer to check and print their pay advice and access work email and the University and Association websites during breaks and lunch periods. All**

reasonable efforts will be made to accommodate requests for such access. Both parties recognize that the request can be accommodated on paid time.

- b. **Departments will take steps where feasible to locate computers near break and lunch rooms to make employee access easier.**
- c. **If an employee is working in a location where they take their breaks and lunches on site and have no access to a computer, the supervisor will identify a time at the start or end of the shift when they will have access for the above purposes.**

[Moved, no changes]

SECTION 10. EMPLOYER PROVISION OF INFORMATION

- A. Within thirty (30) days after final approval of this Agreement, and on a monthly basis thereafter, throughout the period of this Agreement, the appointing authority will provide the following information by computer listing:
 - 1. All employees in the unit, with their **University ID**, home addresses, and **telephone numbers** as appears on University records.
 - 2. All employees in the unit, with their campus locations, **campus mailing address, and campus email address.**
 - 3. All employees in the unit with their **job title**, labor unit, **grade and step, biweekly pay**, and seniority status.
 - 4. All employees new to the unit with their campus locations **and job title.**
 - 5. All employees who have left the unit within the month.
 - 6. **The dues/agency fee withholding status for all employees in the unit with the amount withheld.**
 - 7. All CC/03 employees with their campus location, job begin dates, job end dates, current date of hire, hourly rate, and average hours worked per week.
 - 8.
- B. The following information shall be provided every six (6) months:
 - 1. All employees in the bargaining unit, by title **and the name and title of their supervisor.**
 - 2. All employees holding bargaining unit titles excluded from the USA/MTA bargaining unit, pursuant to G.L.C. 150E, with their title and campus location.
- C. **On or before March 1 of every year, the appointing authority shall provide a salary list for all UMass Amherst employees**

Amend Section 10 by adding the following new paragraph D:

Prior to supplying the home address, personal email address and home telephone number of an employees in the bargaining unit to a requestor in accord with the Massachusetts Public Information Law G. L. Chapter 6 Section 7 the University shall inform the Association as soon as feasible and provide such information about the request and requestor as it shall possess.

Amend Section 11 [just moved from original location]

Effective upon the execution of this agreement, where the Association provides a general information session for members new to the bargaining unit since the last session was held, such **bargaining unit** members **shall** be granted up to one (1) hour of release time to attend. **Association representatives shall be granted release time to present the general information sessions, during which time an**

Association representative may discuss the Association with the employee without the presence of non-bargaining unit employees. To facilitate scheduling of this time, the Employer shall make every effort to provide the Association with notification of hire/entrance into the bargaining unit within one (1) business day of the employee being hired/entering the bargaining unit. Requests for release time will not be unreasonably denied.

Amend Section 15 by adding the following new paragraph 8:

Section 15

New subsection 8. **“Should the release time president leave office prior to the end of their regular term as contemplated under subsection 6, above, or need to take an extended leave during their term, the parties shall meet as soon as practicable to work towards the timely replacement of the release time president with the vice president not in conflict with the Union’s constitution, and, if necessary, the placement of the outgoing president, including possible layoff.”**

Article 8 shall be amended as follows:

Section 7(A) and 9 shall now read:

Section 7. Shift Differential

A. The shift differential shall be **thirty seven dollars and fifty cents (\$37.50)** per week for full-time employees rendering service on a second or third shift, as hereinafter defined.

Section 9. Weekend Differential

Employees shall be paid a weekend differential of **one dollar (\$1.00)** for each hour worked, in addition to their regular salary, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

Article 9 shall be amended as follows:

Section 1(C) (2) shall read as follows:

When the spouse, child, parent, **or sibling** of either an employee, their spouse, **or the bargaining unit member’s grandparent or grandchild**, or a relative living in the immediate household of an employee, is seriously ill, the employee may utilize sick leave credits

Add new subsection (5) to 1(C) as follows: **“An employee may use up to a maximum of ten (10) days of accrued sick leave in a calendar year in order to attend to necessary preparations and legal requirements related to the employee's adoption of a child, and up to a maximum of ten (10) days of accrued sick leave in a calendar year for necessary preparations and/or legal proceedings related to foster care of DCF children, such as foster care reviews, court hearings and MAPS training for pre-adoptive parents. except that in no event may an employee charge more than a total of sixty (60) days of accrued sick leave in a calendar year for adoption and foster care related purposes.”**

New paragraph added to Section 1 subsection P. as paragraph 6 which shall provide:

6. Effective January 1, 2019 or sixty days after the President of the University signs the agreement whichever is later the Assistant Vice Chancellor for Administration and Finance for Human Resources shall designate an employee of Central Human Resources who shall be the sole recipient of all written reports made by health care providers named by the employer pursuant to this section. These reports shall be maintained as confidential documents by this person. The determination regarding fitness for work and any

recommendations made by the outside health care provider regarding steps which might be taken to improve the work environment for the employee will be shared with the department. Employees Central Human Resources specifically assisting the Department in addressing matters involving the employee referred under this section may have access to the reports but not provided copies and all information except the determination regarding fitness for work and any recommendations made by the outside health care provider regarding steps which might be taken to improve the work environment for the employee shall be held as confidential and not shared with other employees including managers and supervisors. Employees shall be furnished a copy of the report though the employer may exclude any information regarding interviews conducted by an outside evaluator of employees of the University or others such as students associated with the University. An employee undergoing such an outside evaluation may have medical information and diagnosis done by their own health care providers presented to the evaluator for consideration in preparation of the evaluation.

Section 8 (Parental Leave): add **“foster”** and **“child under legal guardianship”** to definition of **“minor dependent child”**

In addition the following new sections shall be added:

Section 14: Organ Donation Leave: **“Bargaining unit members may take a leave of absence of not more than thirty (30) days in a calendar year to serve as an organ donor, without loss of or reduction in pay, without loss of leave to which he/she is otherwise entitled and without loss of credit for time or service. All leaves granted under this Section shall be done in accordance with Chapter 149, Section 33E of the Massachusetts General Laws. Bargaining unit members may take a leave of absence of not more than five (5) days in a calendar year to serve as a bone marrow donor, without loss of or reduction in pay, without loss of leave to which he/she is otherwise entitled and without loss of credit for time or service.”**

Section 15: Blood Donation Leave: **“Leaves of absence with pay may be granted for the purpose of donating blood, not to exceed two (2) hours per instance.”**

Section 16: Employee Leave for Victims of Abuse: **“The employer must provide up to fifteen (15) working days of paid leave, without loss of leave to which the employee is otherwise entitled and without loss of credit for time or service, to allow the employee to seek or obtain aid for themselves or a family member as a victim of domestic violence, sexual assault, stalking or kidnapping, including but not limited to: medical attention, counseling, victim services or legal assistance; secure housing; obtain a protective order from a court; appear in court or before a grand jury; meet with a district attorney or other law enforcement official; or attend child custody proceedings or address other issues directly related to the abusive behavior against the employee or family member of the employee. All leaves granted under this Section shall be done in accordance with Chapter 149, Section 52E of the Massachusetts General Laws. Human Resources may require documentation as provided in applicable regulation and guidance supplied by officials of the Commonwealth regarding implementation of this statute.**

New Section 17: Effective ninety (90) days after the contract is ratified when the campus closes due to inclement weather or other unanticipated or emergency reasons employees who do not report when the campus reopens shall be required to use accrued time for the hours between when the campus reopens and the end of their regular work shift. Essential employees who do not report shall report accrued time for their full work day. Employees taking previously scheduled accrued time off shall be charged for their full regular work shift.

Article 10 shall be amended as follows:

ARTICLE 10
SICK LEAVE BANK

STATEMENT OF PURPOSE ~ The Sick Leave Bank (hereinafter referred to as the SLB) is intended to be used for short-term and non-work related disabilities, where the employee has a reasonable expectation of returning to consistently perform the job from which he/she became disabled. It is not intended as a substitute for, supplement to, other income sources (e.g. long-term disability).

ESTABLISHMENT ~ Upon the execution of this Agreement, every new member of the bargaining unit shall be members of the Sick Leave Bank upon the commencement of their employment. Benefits and contributions under this Article shall be pro-rated for part-time employees.

New bargaining unit members shall not be able to access the USA Sick Leave Bank until they have completed the probationary period in Article 17A, § 1.

OPEN ENROLLMENT ~ Unit members who did not join the SLB prior to execution of this Agreement, may join the SLB during Open Enrollment. Open Enrollment is held during the month of October. During an open enrollment period, a unit member has the right to:

JOIN: become a member by assigning one (1) or more full days of his/her sick leave accumulation to the Bank, provided however, that on the date of making such assignment the employee must have at least three (3) days of sick leave. No one shall be able to access the Sick Leave Bank until ninety (90) days after enrolling.

A. MAINTAIN MEMBERSHIP ~ Sick Leave Bank members must donate one (1) full sick day each year which shall be deducted at the rate of 1/26th of a day per pay period for each of the twenty-six (26) pay periods. **Members with at least fourteen (14) days of sick leave may voluntarily donate additional time to the Bank in one (1) day increments so long as the member maintains at least ten (10) days of sick leave. A regular part-time employee shall donate sick leave in the same proportion that her/his part-time service bears to full-time service.**

APPLICATION ~ The Sick Leave Bank shall be administered by a joint labor-management committee with equal representation between unit members appointed by the Association and the administration. A Sick Leave Bank member may apply to draw from the Bank by submitting a completed Sick Leave Bank Application, signed by a physician, stating the nature of the employee's illness or disability and its anticipated duration.

If a majority vote by the Sick Leave Bank Committee approves an application, a member may draw upon the Bank after the exhaustion of the member's sick leave and all but ten (10) days of accrued

leave other than sick leave [thus allowing the member to retain ten (10) days of total leave from personal, compensatory, and/or vacation time]. The Sick Leave Bank Committee shall determine the period of time the member may draw from the Bank. After an employee has drawn from the Bank for the approved period of time, not to exceed ninety (90) days, his/her case shall be reviewed by the Sick Leave Bank Committee upon reapplication by the employee. The Sick Leave Bank Committee may, by majority affirmative vote, authorize the employee to continue drawing from the Bank. Any employee drawing on the Sick Leave Bank may at any time be disqualified from continuing to draw on the Bank by majority vote of the Sick Leave Bank Committee.

Any vacation leave, sick leave, and personal leave, which accrues to an employee during a period in which he/she is drawing on the Sick Leave Bank, shall be credited to the Bank.

Employees retiring from the University shall be permitted to contribute any remaining days of sick leave to the sick leave bank at his/her date of retirement before any payment for unused sick leave is processed.

It is further agreed that **bank members may apply for leave required to care for a child, parent, or sibling of either a bargaining unit member or his/her spouse; the bargaining unit member's spouse, grandchild or grandparent; or a relative living in the immediate household of a bargaining unit member in the event that close relative is suffering a serious health condition, or for additional leave under Article 9, Section 7. In both cases, the SLB shall allow for an initial grant of up to two (2) weeks.**

Article 14 shall be amended as follows:

Add a new section 8 to provide as follows:

8. Effective July 1, 2018 and expiring June 30, 2020 employees shall receive lump sum payment as described below in the first payroll of December of each fiscal year under the following terms.

- a) **Service for the purposes of this provision shall mean benefited service in the bargaining unit.**
- b) **An employee who prior to November 1 of a fiscal year achieves the service described below shall receive in the year they complete that level of service the payment described below:**

<u>Service</u>	<u>Payment</u>
15 years	\$150.00
20 years	\$200.00
25 years	\$250.00
30 years	\$300.00
35 years	\$350.00
40 year	\$400.00

- c) **For the payment made in the first payroll period of December 2018 only, all employees who have achieved the length of service described above shall receive the applicable bonus payment.**

Article 17 shall be amended as follows:

Section 6 by adding the following language:

The step anniversary date shall only change when an employee is promoted into a higher graded position per this Article and shall be the appointment date on which they occupy the position. There shall be no change to a step date for an employee occupying a higher graded position through a temporary promotion or out-of-title work, per Article 19, Out of Title Work, or a grade increase through a reclassification per Article 20, Classification or Reclassification.”

Article 24 shall be amended as follows:

The current language shall be replaced by the following:

Section 1 Tuition Credits at UMass campuses

Members of the bargaining unit shall receive tuition discounts in the form of tuition credits as described below; provided that, in the event of a conflict between this Article and current practice, current practice shall prevail.

I. INTRODUCTION.

As described below, the University offers tuition discounts in the form of Student Tuition Credits to University Employees and retirees, and the Spouses and Dependent Children of University Employees, retirees, and certain deceased University Employees.

These Standards implement Paragraph IV of the *Policy on Tuition Waivers (T96-129)* and codify and regularizes certain practices and procedures, including those former waivers that had been collectively bargained. *See, M.G.L. c. 75, § 1B (f).*

These Standards apply to all members of the University community, except where any discount or other benefit contained in a collective bargaining agreement may be more favorable. *See, M.G.L. c.150E, § 7(d).*

Each campus and the President’s Office is responsible for developing procedures to process requests for the Student Tuition Credits described in these Standards.

II. DEFINITIONS.

- (1) *Dependent Child* refers to a child of a University Employee or his or her Spouse: 1) who meets the requirement of dependency as defined by the Internal Revenue Service (whether or not such University Employee or Spouse claimed such child as a dependent on the most recent tax return); or 2) for whom the University Employee or Spouse has financial responsibility, as demonstrated by a court decree, FAFSA, or other suitable evidence as may be required by the campus Human Resources Department; but in no event shall *Dependent Child* mean an individual over the age of twenty-five (25) as of the first day of**

the semester for which the Student Tuition Credit is to be applied, unless specifically approved in writing by the President or designee.

- (2) *Continuing Education* refers to self-supporting, non-state-funded courses and programs as defined by a campus.
- (3) *Deceased University Employee* refers to a person who died while a University Employee.
- (4) *Part-time* refers to a regular schedule of at least one-half of the normal number of hours for the position (but less than full-time).
- (5) *Retired University Employee* refers to a former University Employee who is retired and who meets the criteria for retirement under the rules of the State Board of Retirement.
- (6) *Spouse* refers to an individual married to a University Employee.
- (7) *Student Charge* refers to in-state and out-of-state tuition and fees that are charged to students for general attendance at the University; *provided* that, Student Charges shall not include any fee or other charge established by the University that is specific to a particular course, program or activity or any charges for room, board or student health insurance. *See, M.G.L. c.75, § 1B.*
- (8) *Student Tuition Credit* refers to a reduction in Student Charges for an eligible student. *See, M.G.L. c.75, § 1B (a).*
- (9) *University Employee* refers to any faculty member or a classified or professional staff member who is paid through the University payroll system, regardless of source of funds, and who is eligible for state benefits through the Group Insurance Commission and the State Board of Retirement. This definition includes employees on sabbatical leave, professional improvement leave, authorized leave without pay, sick leave, or disability leave, but does not include ~~not~~ employees who are no longer employed (whether or not they are collecting workers' compensation or disability insurance benefits).

III. GENERAL PROVISIONS

In the event that any provision in an applicable collective bargaining agreement or campus policy or practice offers benefits to a specific group of employees that exceed the benefits described in these Standards, such applicable provision, campus policy, or practice shall prevail. These Standards do not amend or alter the "System-wide Tuition Remission Policy for Higher Education Employees" administered by the Department of Higher Education.

- A. The Student Tuition Credits described in these Standards apply to all courses and programs offered at any University of Massachusetts campus, except for the M.D. program at UMass Medical School, the JD program or other post JD programs which may be created at UMass Law School at UMass Dartmouth, and courses and programs identified by a campus as Continuing Education.
- B. Student Charges applied to all University Employees, Spouses, and Dependent Children for tuition are based on the applicable in-state/resident tuition rates and any Student Tuition

Credits are calculated based on and deducted from such applicable in-state/resident tuition rates.

- C. University Employees, Spouses and Dependent Children receiving Student Tuition Credits are responsible for paying all other educational costs, including fees (application, laboratory, etc.), books, and supplies.
- D. Admission into any course or program at the University is governed by campus admission policies. All University Employees, Spouses and Dependent Children must apply for and meet the applicable admissions criteria to enroll and must continue to meet and maintain all applicable program standards and requirements.
- E. Admission to all courses and programs is on a space available basis. Each campus reserves the right to cancel any course or program at any time.
- F. As all Student Tuition Credits are former tuition waivers (see, M.G.L. c. 75, § 1B (f)), University Employees, Spouses and Dependent Children may not receive Student Tuition Credits based on these Standards and additional Student Tuition Credits that were also former waivers (*e.g.* the John and Abigail Adams Scholarship).
- G. A University Employee may take one (1) course per semester (no more than four credits) during normal working hours; *provided that*, such University Employee's supervisor determines that the course is directly and immediately related to the University Employee's work. Release time may be granted with the approval of the campus Chief Human Resources Officer or designee. Otherwise, the University Employee must use accrued vacation, compensatory or personal leave or, if necessary, arrange with his or her supervisor to make up any lost work time.

IV. STUDENT TUITION CREDITS

A. University Employees

1. Current/Active University Employees

- a. **Full-time.** A Full-time Current/Active University Employee is eligible to receive a Student Tuition Credit equal to 100% of the applicable tuition in a covered course or program.
- b. **Part-time.** A Part-time Current/Active University Employee is eligible to receive a Student Tuition Credit of 100% of the applicable tuition in a covered course or program for up to seven (7) credits per semester.

2. Retired University Employees

A Retired (full- or part-time) University Employee is eligible to receive a Student Tuition Credit equal to 100% of the applicable tuition in a covered course or program for one (1) program of study, whether or not such retired University Employee is enrolled in such program of study at the time of retirement.

3. Terminated University Employees

Except as provided in Section IV(A)(2), above, former University Employees are not eligible to receive Student Tuition Credits. However, a University Employee who is terminated (for any reason) may complete the semester or course for which a Student Tuition Credit was previously applied.

B. Spouses and Dependents of Current/Active University Employees

1. Graduate Courses or Programs

A Spouse or Dependent Child of a current/active University Employee is eligible to receive a Student Tuition Credit equal to 20% of the applicable tuition in a covered graduate course or program.

2. Undergraduate Courses or Programs

- a. Current/Active University Employees with two (2) or more years of Full-time Equivalent (FTE) University Service as of the first day of the semester for which the Student Tuition Credit is to be applied:**

A Spouse or Dependent Child of a current/active University Employee with two (2) or more years of Full-time Equivalent (FTE) University Service is eligible to receive a Student Tuition Credit equal to ~~55%~~ 60% of the applicable tuition in a covered undergraduate course or program.

- b. Current/Active University Employees with less than two (2) years of Full-time Equivalent (FTE) University Service as of the first day of the semester for which the Student Tuition Credit is to be applied:**

A Spouse or Dependent Child of a current/active University Employee with less than (2) years of Full-time Equivalent (FTE) University Service is eligible to receive a Student Tuition Credit equal to 15% of the applicable tuition in a covered undergraduate course or program.

C. Spouses and Dependent Children of Deceased University Employees

A Spouse or Dependent Child of a Deceased University Employee who had at least five (5) years of Full-time Equivalent (FTE) University service is eligible to receive a Student Tuition Credit equal to 60% of the applicable tuition for one (1) undergraduate program of study, whether or not such Spouse or Dependent Child of such Deceased University Employee is enrolled at the time of such University Employee's death.

D. Spouses and Dependent Children of Retired University Employees

A Spouse or Dependent Child of a Retired University Employee who has begun a program of study prior to the official retirement date is eligible to receive a Student Tuition Credit

equal to 60% of the applicable tuition for the remainder of their program of study, provided that the program of study is continuous.

E. Spouses and Dependent Children of Terminated University Employees

A Spouse or Dependent Child of a former University Employee is not eligible to receive Student Tuition Credits. However, a Spouse or Dependent Child, of a University Employee who is terminated (for any reason) may complete the semester or course for which a Student Tuition Credit was previously applied.

STUDENT TUITION CREDIT

Current/Active University Employees¹	
Graduate Courses or Programs	100%
Undergraduate Courses of Programs	100%
Retired University Employees²	
Spouses and Dependent Children of Current/Active University Employees	
Graduate Courses or Programs	20%
Undergraduate Courses of Programs	
University Employee w/ < 2 FTE Years of Service	15%
University Employee FTE Years of Service	60%
Spouses and Dependent Children of Retired University Employees³	
Spouses and Dependent Children of Deceased University Employees⁴	
	60%

¹Part-time University Employees are eligible for up to seven (7) credits per semester.

²One (1) program of study.

³One (1) program of study; undergraduate only

⁴With at least five (5) years of FTE University Service; one (1) program of study; undergraduate only

NOTE: A terminated University Employee (or the Spouse or Dependent Child of a Terminated University Employee) may complete a semester or course for which a Student Tuition Credit was previously applied.

Section 2 Tuition Discounts for Continuing Education courses at UMass campuses

Members of the bargaining unit, their spouses, and dependent children shall receive tuition discounts in Continuing Education programs or courses equal to fifty percent (50%) of the tuition.

Section 3 Reporting Tuition Credit Usage at UMass campuses

The University is developing an operational report that will include the use of student tuition credits by UMass employees, spouses/domestic partners, and dependents, and upon request, will periodically (i.e. once per semester) share the results of that report with the union.

Section 4 Tuition Remission

Bargaining unit members, their spouses and dependent children will be eligible for tuition remission benefits, subject to the conditions and procedures set forth in the Board of Higher Education *System-wide Tuition Remission Policy fro Higher Education Employees* (May 21, 1984), incorporated into this agreement as Appendix XX.

Article 29 shall be amended as follows:

Add a new Section 8 which provides

Section 8. Notwithstanding any language in this agreement to the contrary employees in this bargaining unit paid at or above grade 15 may have included in their job descriptions and may be required to evaluate employees they supervise

The following side letters hall be added to the contract:

Side Letter 13

Side Letter 13: Sick and Vacation Leave Review. The parties agree that not more than ninety (90) days after funding of this agreement a joint labor-management committee shall be formed with the authority to research, design, and bargain one or more employer-sponsored systems to improve or replace the current sick-leave system and/or vacation-leave system for employees in the bargaining unit. For the duration of the agreement, a 120-day cap shall be placed on the accrual of sick leave for employees hired on or after July 1, 2018. For the duration of the agreement, the current vacation-leave terms will remain unchanged. If the committee fails to reach mutual agreement on a replacement system, the sick-leave and vacation-leave systems contained in the contract covering July 1, 2012 to June 30, 2014, will continue without any additional accrual limits.

New Side letter 19

Within ninety (90) days of the signing of this contract by the President of the University or his designee the parties shall convene a labor-management committee consisting of up to 5 representatives from each party to the contract to discuss updating and adding titles to the list of titles contained in Appendix D of this agreement.

New Side Letter 20

Within ninety (90) days of the President of the University signing this agreement the parties shall convene a joint labor-management committee to explore the feasibility in implementing on line dues/agency service fee deduction authorization including e-signing.

New side letter 21

Within ninety (90) days of the President of the University signing this agreement the parties shall convene a joint labor-management committee to develop a voluntary transfer process which shall be effective July 1, 2019.

New Side Letter 22

The employer and union shall work to eliminate workplace bullying between coworkers and employees and supervisors at the University through training and prevention. Bargaining unit members shall have access to an impartial Workplace Bullying Grievance Procedure as determined by the UMass Committee on Workplace Climate and Bullying (or its successor), which includes representatives from the USA and other campus unions.”

In witness of these terms and conditions the duly authorized representatives of the parties affix their signature hereinbelow:

For the University:

For the Association:

Martin Meehan, President of the
University of Massachusetts

Leslie Marsland, President of the Association

Date of Presidents Signature:

Date of Presidents Signature:

Date _____

Date _____