

**Side Letter of Agreement**

**Successor Collective Bargaining Agreement**

**University of Massachusetts Amherst and The University of Massachusetts Amherst  
("University") and The University Staff Association/MTA/NEA**

This Side Letter Memorandum of Agreement is made by and between the University of Massachusetts Amherst (hereinafter "University") and The University Staff Association/MTA/NEA(hereinafter "Union"), collectively the "parties."

WHEREAS, the University and the Union are parties to a Memorandum of Agreement for a successor collective bargaining agreement covering the period of July 1, 2024, to June 30, 2027 (hereinafter "Agreement"); and

WHEREAS, the parties desire to further their commitment and dedication to members of the bargaining unit in the aforementioned areas;

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

1. The employer/university administration shall increase all Farm Superintendents from Grade 16 to Grade 17, retroactive to July 7, 2024. For the purposes of this one Grade change dated July 7, 2024, exclusively the provisions of Article 17, Section 6, sentence 1 of the Collective Bargaining Agreement shall be tolled for Farm Superintendents. Additionally, Article 14, Section 2A, will not apply. The date of a step increase for Farm Superintendents shall remain the same as it was on July 6, 2024, unless or until it is changed by any event after the July 7, 2024, increase referenced above. Appendix D – MTA/USA Bargaining Unit Titles will be updated accordingly.
2. The University will increase Shift Differential from \$1.00 to \$1.50 per hour retroactive to January 12, 2025.

Employees shall be paid a weekend differential of one dollar (\$1.00) one dollar and fifty cents (\$1.50) for each hour worked, in addition to their regular salary, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

3. The University will increase the Health and Welfare Plan from \$16.50 to \$18.00 retroactive to the first week in July 2024. Article 16, Section 2B – Health and Welfare will be updated accordingly.

4. The University will agree to increase Out of Title work as follows:

~~An~~ **A member of the bargaining unit** employee who is clearly directed by **their** ~~his~~ supervisor to perform work in a higher classification shall receive pay at the step as determined by Article 17, section 6 from the start of the period for which such work is assigned. Prior to receiving such pay, the out of title Temporary Work Assignment Form signed by the direct supervisor and department head must be received in Human Resources. That form must contain a brief description of the work performed in a higher classification assigned to that employee. Only one employee shall receive such compensation for performing work in a higher classification formerly done by another bargaining unit employee. A job audit by the Personnel Administrator or designee shall be conducted only in cases where there is a dispute between the employee and supervisor and/or designee. Working out of title pay shall not be available for employees filling in for employees on scheduled vacation leave of less than three (3) weeks.

An Employee who is assigned by **their** ~~his/her~~ supervisor to perform overtime work in a higher classification, shall have overtime compensation computed at the same step rate of the higher classification, unless the employee's regular rate of compensation is higher, in which case the overtime compensation shall be computed at the employee's regular rate of compensation.

An employee performing work formerly done by an employee in another bargaining unit shall receive a stipend of ~~fifteen~~ **twenty** (~~\$15~~**\$20.00**) dollars per day. **The University will provide a monthly report to the Association of each out of title work approved at.**

Within ninety (90) days after funding of this agreement, a joint labor-management committee consisting of three members appointed by each party to this agreement shall meet to discuss the creation of and implementation of a system for compensating USA employees performing out of title work in positions in other bargaining units. The committee shall also have authority to revise the Temporary Work Assignment Form.

An employee working out of grade shall not use that fact as a basis to pursue a reclassification appeal nor shall it serve as that employee's salary from which a promotion is determined under this agreement.

5. The University will increase holiday differential from \$.80 to \$1.00 retroactive to January 12, 2025. Article 12, Section 10 – Holidays will be updated accordingly.

**For the University:**

**For the Union:**

Signed by:

*Alexcia Davis*

7/23/2025

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Alexcia Davis, Sr. Dir of Labor Relations

Signed by:

*Sheila Gilmour*

7/24/2025

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Sheila Gilmour, President, USA

Signed by:

*Barbara Chaput*

7/23/2025

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Barbara Chaput, Assoc. Dir of Labor Relations

DocuSigned by:

*Kyle Chambers*

7/24/2025

013487BDF13E413...

Kyle Chambers, Vice President, USA

DocuSigned by:

*Sheri Neshiem*

7/24/2025

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Sheri Neshiem, Vice Chancellor & Chief Human  
Resources Officer

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John Dunlap, Chief Human Resources Officer  
University of Massachusetts President's Office

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Marty Meehan, President  
University of Massachusetts President's Office

## Certificate Of Completion

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Susan Desormier

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sdesormier@umass.edu

IP Address: 73.234.170.121

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sdesormier@umass.edu

## Signer Events

Alexcia Davis

a.davis@umass.edu

Sr. Director of Labor Relations

Security Level: Email, Account Authentication (Optional)

## Signature

Signed by:

*Alexcia Davis*  
3EB479A959AB449...

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Barbara Chaput

Barbarachapu@umass.edu

Security Level: Email, Account Authentication (Optional)

Signed by:

*Barbara Chaput*  
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Signature Adoption: Pre-selected Style

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## Electronic Record and Signature Disclosure:

Not Offered via Docusign

Sheri Neshiem

sneshiem@umass.edu

Security Level: Email, Account Authentication (Optional)

DocuSigned by:

*Sheri Neshiem*  
E01B6E37126C46D...

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Signed: 7/24/2025 11:10:05 AM

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## Electronic Record and Signature Disclosure:

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Sheila Gilmour

Sgilmour@umass.edu

Security Level: Email, Account Authentication (Optional)

Signed by:

*Sheila Gilmour*  
D905A912C540453...

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Viewed: 7/24/2025 11:13:13 AM

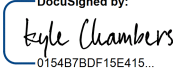
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Signer Events	Signature	Timestamp
Kyle Chambers kylechambers@umass.edu Security Level: Email, Account Authentication (Optional)	<div>DocuSigned by:  0154B7BDF15E415...</div> <div>Signature Adoption: Pre-selected Style Using IP Address: 75.69.17.124</div>	Sent: 7/24/2025 11:13:29 AM Viewed: 7/24/2025 12:03:54 PM Signed: 7/24/2025 12:04:14 PM

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Not Offered via DocuSign

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Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
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