

Memorandum of Agreement
University of Massachusetts Lowell and the Graduate Employee Organization, UAW Local 1596
Wage Reopener Covering Academic Years 2021-2022 and 2022-2023

This Memorandum of agreement is between the University of Massachusetts Lowell (hereinafter “University”) and the Graduate Employee Organization, Local 1596 UAW (hereinafter “Union”), collectively the “parties” and contains the following terms and conditions. This agreement sets forth the terms of the wage reopener as provided for in the parties collective bargaining agreement (“CBA”) covering the period July 1, 2020 through June 30, 2023. All other terms and conditions in the CBA shall remain in full force and effect. The parties will as promptly as feasible incorporate this Agreement into the CBA.

Article XII. Stipends, Tuition, Fees and Benefits

- *Modify article to reflect the following changes:*

Stipends

Fall 2021: Effective the start of Fall Semester 2021, the stipend table shall be as follows:

	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	\$15,000.00 7% <u>\$16,050.00</u>	\$7,500.00 <u>\$8,025.00</u>	\$7,500.00 <u>\$8,025.00</u>	\$3,750.00 <u>\$4,012.50</u>
Step 2	\$16,856.42 7% <u>\$18,036.37</u>	\$8,428.21 <u>\$9,018.19</u>	\$8,428.21 <u>\$9,018.19</u>	\$4,214.10 <u>\$4,509.10</u>
Step 3	\$18,280.78 7% <u>\$19,560.43</u>	\$9,140.39 <u>\$9,780.22</u>	\$9,140.39 <u>\$9,780.22</u>	\$4,214.10 <u>\$4,890.11</u>

Fall 2022: Effective the start of Fall Semester 2022, 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	<u>9.03426%</u> <u>\$17,500.00</u>	<u>\$8,750.00</u>	<u>\$8,750.00</u>	<u>\$4,375.00</u>
Step 2	<u>6%</u> <u>\$19,118.55</u>	<u>\$9,559.28</u>	<u>\$9,559.28</u>	<u>\$4,779.64</u>
Step 3	<u>5%</u> <u>\$20,538.45</u>	<u>\$10,269.23</u>	<u>\$10,269.23</u>	<u>\$5,134.62</u>

Delete the following language in Article XII § 3 as follows:

~~Fall 2021: Wage reopener.~~

~~Fall 2022: Wage reopener.~~

~~Appropriate subjects for bargaining during wage reopeners include, but are not limited to: stipends, health insurance contributions, dental and vision coverage, and implementation date of parking fees.~~

Parking:

Bargaining unit members shall pay a parking fee of \$60.00 per semester in exchange for a parking decal which will permit them to park in designated university lots. The parking fee shall be deducted on a pre-tax basis from the bargaining unit members' bi-weekly pay in equal amounts over the course of the semester for which the parking decal is purchased.

Implementation of the parking fee shall be effective Fall Semester 2022.

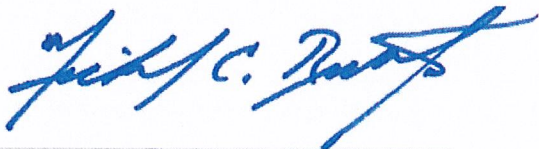
Article XIII. Health and Dental Insurance

13.1. The University agrees to pay eighty percent (80%) of the cost of an individual health plan available to all bargaining unit members through the university. Individuals on a one semester contract will be eligible for a pro-rated deduction based on their term of employment. Individuals hired only for the fall semester shall be eligible for an amount equal to 32.8% of the annual premium. Individuals hired only for the spring semester shall be eligible for an amount equal to 47.2% of the annual premium.

13.2 Effective in Calendar Year 2022, but no sooner than the start of the Spring Semester 2022, the University agrees to pay forty percent (40%) of the total cost of student only optional dental plans available to all students through the University.

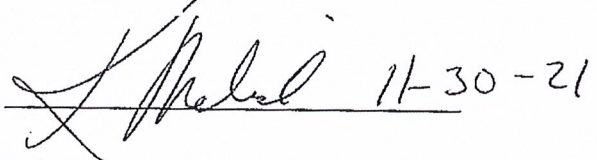
Executed this ____ day of November 2021

For the University:



11/30/2021

For the Union: ?



DocuSigned by:

John Dunlap

12/3/2021 | 11:59:34 AM EST

John Dunlap

Date

Martin T Meehan

Date

