

Memorandum of Agreement

by and between

UMass Chan Medical School

and

State Healthcare and Research Employees, Local 4000

This Memorandum of Agreement (Agreement) is by and between UMass Chan Medical School (“UMass Chan” or “University”) and the State Healthcare and Research Employees, Local 4000 (“SHARE” or the “Union”), collectively, the “Parties” and contains the Parties’ agreement for a Collective Bargaining Agreement covering the period July 1, 2025, through June 30, 2026.

Proposal(s) by either Party that are not incorporated in this Agreement shall be considered withdrawn, with all rights reserved to the Parties to raise such proposals in future negotiations or other appropriate circumstances. The terms of this Agreement are subject to the Parties reaching a final agreement ratified by SHARE Local 4000 and executed by UMass Chan and the University of Massachusetts President’s Office.

Article 19, Bereavement:

Modify as follows:

A full-time SHARE member is entitled to:

- i. Four (4) consecutive work days, in the case of the death of an employee's spouse or child [\(to include loss of pregnancy\)](#), step-child, parent, step-parent, sibling, step-sibling, grandparent, grandchild, parent-in-law or a person living in the immediate household.

Article 20, Wages:

Replace current wage grid with the following:

| | |
|---|---|
| Effective the First Full Pay Period following 7/13/25 Ratification: | Grid Movement: Grade minimums and maximums increase 1.5% Hourly raises: Increase wages by 2.5% or \$.91, whichever is greater. Structural Increase: Adjust the pay of anyone falling below their structural level (see Note #8 below about structural increases) |
|---|---|

Article 20, Wages, Section 9:

Modify as follows:

At the time of the 2022, 2023, and 2024 raises, eEmployees with an Exceeds annual rating will receive an additional \$100 lump sum, and those with an Outstanding rating will receive a \$250 lump sum.

The Parties agree that the University may make revisions to the performance appraisal criteria and form prior to the 2026 review period. The Parties agree to convene a labor-management committee beginning on or around January 1, 2026 to discuss these changes, and bargain to conclusion or impasse any impacts to the performance incentives referenced above. In no case shall the highest lump sum award be less than \$250.

Article 20, Wages

Modify as follows:

12. One-Time Additional Payment: ~~In consideration for the disruption brought about by COVID-19 and as a recognition for the contribution and cooperation demonstrated by members of the bargaining unit, non-probationary employees on the payroll on October 17, 2022 and during the pay period during which the payment described in this paragraph is implemented shall be paid a one-time lump sum of \$1,750, less the applicable deductions.~~

13. Additional Salary Adjustment concerning Paid Family and Medical Leave Deductions: ~~Notwithstanding the provisions contained in this Article, in consideration for the mutual promises contained in the attached Memorandum of Agreement, employees who are otherwise eligible for the annual salary adjustment, shall receive an additional one-half of one percent (0.5%) not compounded for a total of four and three quarters percent (4.75%) inclusive of the wage adjustment.~~

Article 21 – Reclassification

Modify as follows:

SHARE may submit 10 individual employees for reclassification request hearings to be heard by the UMass Chan HR Compensation Department per calendar year. The individuals must file their requests with the Dept. of Human Resources by January 30th of each calendar year. UMass Chan shall schedule a hearing to be held within 90 days from January 30th. The Chief Human Resources Officer or their designee shall issue a decision within 30 days from the date of the hearing. The decision shall be final and shall not be subject to mediation/arbitration.

Following January 30, 2026, requests are to be filed by September 30th of each calendar year, with a hearing to be held within 90 days from September 30th.

Article 21, Reclassification

Modify as follows:

~~The Medical School will create a joint working group to evaluate job classifications and work groups. The team will identify priorities for examination following the execution of this agreement. The Team will examine the Technician title and the classification scheme in place for that title and will create a set of recommendations concerning the classification and compensation for technicians. The working group may consider the development needs and achievement level for technicians in wet and dry lab environments in crafting their recommendations.~~

~~Upon the execution of this Agreement SHARE and UMass Chan agree to establish a process to jointly review the classification of the following titles: Peer Mentor, Research Lab Aide II and Custodian II/Driver. The parties agree that the establishment of a review process does not guarantee the aforementioned titles will be reclassified to a higher grade.~~

~~The Union reserves the right to submit reclassification requests for Animal Care Techs I through IV and Mental Health Counselors I-II as groups through its Reclassification Request process during the life of this agreement. Each title shall count as one (1) individual request as described below.~~

Article 27, Parking

Modify as follows:

Proper parking facilities shall be available to employees with reasonable proximity to their regular work location. The employer shall endeavor to maintain adequate lighting in all parking areas.

The VCAF agrees to discuss with the Union any proposed changes in the Parking Program at which time the Union can make recommendations for changes. ~~and t~~~~The VCAF University~~ will inform the Union and all employees prior to implementing any such changes.

Representatives from the Union and the Employer agree to meet and discuss any increase in parking fees which affect bargaining unit members, and shall forward their recommendations for review to the ~~VCAF and~~ Chancellor ~~and the University of Massachusetts Board of Trustees~~ prior to implementing any such increase.

Article 38, Duration:

Modify as follows:

This contract will cover the period between July 1, ~~2022-2025~~ and June 30, 2026⁶⁵. Negotiations for the successor agreement will begin no later than February 1, ~~2025~~~~2026~~, unless by mutual consent the parties agree to begin sooner.

New Letter of Understanding re: Attendance & Punctuality:

An unscheduled absence is any period an employee does not report to work during his/her scheduled shift, excluding approved vacation time, sick time, personal time, compensatory time, or other approved leaves of absence.

Absences listed below are not considered unscheduled absences for purposes of the UMass Chan Attendance & Punctuality Policy:

- Pre-approved vacation time, sick time, personal time, compensatory time or other approved leaves of absence.
- Absences justified by provision of a doctor's note or the direction of Employee Health Services.
- When a supervisor/manager sends an employee home sick.
- Those covered by Massachusetts Paid Family & Medical Leave (G.L. c. 175M).
- Those covered by the Family & Medical Leave Act.

Bilingual Pay MOA:

Modify as follows:

Bilingual employees in DES will have the bilingual differentials adjusted to \$.60 for Group A and to \$1.00 for Group B.

Pharmacy bilingual pay program will match [the hourly differentials of the DES program](#). [All other applicable terms of the CPS \(Pharmacy\) agreement on bilingual pay will remain in effect.](#)

[The Parties agree to meet post ratification to determine the implementation date and transition plan for Pharmacy adopting the hourly differential rates above. The Parties agree to integrate the DES and Pharmacy Letters of Understand re: Bilingual Pay into the collective bargaining agreement, reflecting the changes above.](#)

Letter of Understanding re: Wage Structure


Modify as follows:

[The parties agree to convene a joint committee to meet within 120 days of ratification to discuss alternatives to the current wage structure. The Parties understand and agree that neither party shall be obligated to agree to either's recommendation.](#)

[The Parties agree to convene a joint committee to develop the framework of a step system. Other salary/compensation models may also be considered. The Parties further agree that the implementation of any framework is conditioned on financial ability and a final agreement on such a matter. The Parties understand and agree that neither shall be obligated to agree to either's recommendation\(s\).](#)

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For UMass Chan:

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Date: 10/6/2025

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Date: 10/7/2025

For the University of Massachusetts, Office of the President:

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Date: 10/27/2025 | 9:12:24 AM EDT

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Date: 11/3/2025 | 12:53:44 PM EST

For SHARE:

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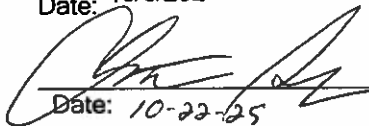
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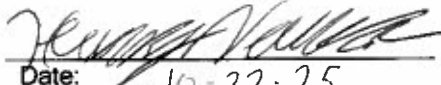
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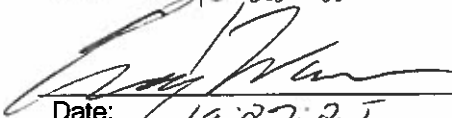
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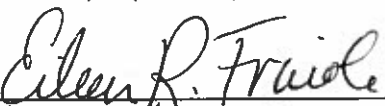
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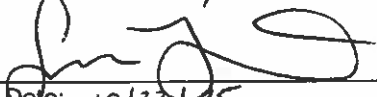
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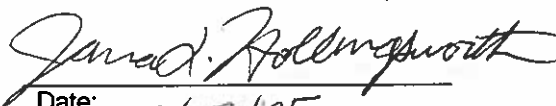

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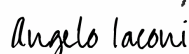

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