



TENTATIVE AGREEMENT BETWEEN UNIVERSITY OF MAINE SYSTEM AND UNIVERSITIES OF MAINE PROFESSIONAL STAFF ASSOCIATION, MEA/NEA

One Year Extension of 2021-2023 Collective Bargaining Agreement

This is a Tentative Agreement which will hereby extend the terms of the current Collective Bargaining Agreement entered into by the University of Maine System (UMS) and the Universities of Maine Professional Staff Association (UPMSA).

Conditions of Agreement

This is a Tentative Agreement and shall be of no force or effect unless and until all of the following occur:

- A. The Tentative Agreement is approved by the Board of Trustees of the University of Maine System.
- B. The Tentative Agreement is ratified by the bargaining unit membership of the Universities of Maine Professional Staff Association, MEA/NEA.

Terms of Extension

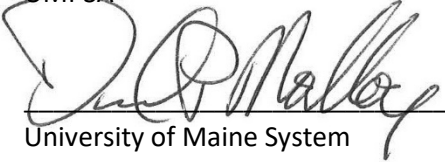
The terms of the 2021-2023 Collective Bargaining Agreement will be extended for a duration of one year (July 1, 2023, through June 30, 2024). The applicable changes are listed below:

1. Pay increase for FY24:

- 3% increase to base salaries effective July 1, 2023
- **Reopening the Collective Bargaining Agreement:** Either party may reopen the contract during the life of the contract for negotiation on salary/wages according to the following guidelines:
 - *Either Party reserves the right to reopen Article 17 of the contract regarding base salary/wages under certain circumstances, including but not limited to: in the event the State legislature authorizes funds for additional salary increases or there is a significant change in student enrollment.*
 - *Either Party may request to reopen the contract for the purpose of bargaining in good faith. Each party will have one opportunity to reopen the contract on salary/wages.*
 - *A request to reopen the contract does not guarantee a change in salary or wages.*
 - *This Agreement shall be reopened for purposes of negotiations over wages (Article 17) only. Upon the reopener, all other provisions and all other articles of this Agreement shall remain in full force and effect, including the terms of Article 25, No Strike or Lockout.*
 - *Any reopener shall not be subject to mediation, fact finding, or interest arbitration, and negotiation of the reopener shall cease upon commencement of negotiation of the subsequent contract.*

2. Housekeeping Matter:

- The Remote Work Memorandum of Understanding (MOU) in Appendix F will be incorporated into the Collective Bargaining Agreement in Article 14 - Work Year / Work Week / Work Schedule, replacing all of Paragraph G.

UMPSA

University of Maine System

Date

_____4.19.2023_____
Date