



TENTATIVE AGREEMENT BETWEEN UNIVERSITY OF MAINE SYSTEM AND ASSOCIATED C.O.L.T. STAFF OF THE UNIVERSITIES OF MAINE, 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 Associated C.O.L.T. Staff of the Universities of Maine (ACSUM).

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 Associated C.O.L.T. Staff of the Universities of Maine, 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 wages effective July 1, 2023
- **Reopening the Collective Bargaining Agreement:** Either party may reopen the contract during the life of the contract for negotiation on wages according to the following guidelines:
 - *Either Party reserves the right to reopen Article 11 of the contract regarding base wages under certain circumstances, including but not limited to: in the event the State legislature authorizes funds for additional wage 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 wages.*
 - *A request to reopen the contract does not guarantee a change in wages.*
 - *This Agreement shall be reopened for purposes of negotiations over wages (Article 11) 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 38, 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.*

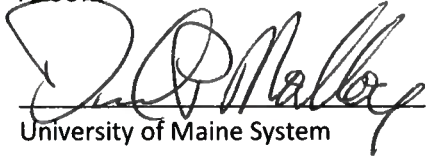
2. Housekeeping Matter:

- The Remote Work Memorandum of Understanding (MOU) in Appendix K will be incorporated into the Collective Bargaining Agreement in Article 9 - Work Week, Work Schedule, and Work Assignments replacing all of Paragraphs A.5 and A.6.

Alexander Carson



ACSUM


University of Maine System

5/16/23

Date

4.19.2023

Date