

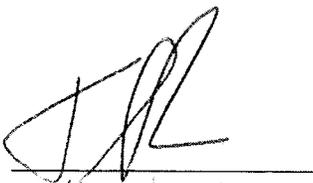
Memorandum of Agreement

By and Between the University of Massachusetts, Boston (“UMB” or “Administration”) and the Faculty Staff Union (“FSU” or “Union”)

Whereas the Parties have an ongoing disagreement over expanded and/or open bargaining and in an effort to move forward with substantive bargaining, the Parties hereby agree as follows:

1. This Agreement is non-precedent setting and only applies to the current round of bargaining for the 2020-2023 successor agreement.
2. Up to 30 FSU bargaining unit members will be allowed to join the virtual meeting in addition to the current FSU team of 10. These 30 members shall not have a speaking or otherwise participatory role during the negotiation session and shall not disrupt the session. FSU agrees to ensure members attending are aware of agreed upon protocols.
3. FSU agrees that the up to 30 persons referred to in paragraph 2 above shall be FSU bargaining unit members only. FSU will send the names of the up to 30 bargaining unit members to attend at least 30 minutes prior to each virtual meeting.
4. The parties agree that no participant or observer will communicate outside the bargaining table regarding any aspect of the substance or process of the bargaining session while the session is in progress; this restriction applies to the management bargaining team members, the 10 FSU core bargaining team members, FSU bargaining unit members attending in accordance with paragraph 2 and any other attendees to which the parties agree from time to time will be required to attend a particular bargaining session.
5. The Administration agrees that the up to 30 FSU bargaining unit members can change from meeting to meeting, consistent with the other provisions herein, provided they do not change once the list for a particular meeting has been sent.
6. This Agreement shall not constitute precedent for any future negotiations between these Parties nor for any other bargaining units at the University.

For the Administration,



Date: 10/25/21

For the FSU,



Date: