

## MEMORANDUM OF AGREEMENT

ADDENDUM TO THE TENTATIVE AGREEMENT  
BETWEEN  
THE BOARD OF HIGHER EDUCATION  
AND  
THE MASSACHUSETTS STATE COLLEGE ASSOCIATION/MTA/NEA

This Memorandum of Agreement memorializing an addendum to the tentative agreement reached by the parties on July 8, 2014 (the “Addendum”) is entered into by the Board of Higher Education (the “Board”) and the Massachusetts Teachers Association acting through the Massachusetts State College Association (the “Association”).

WHEREAS, the Board and the Association are parties to a collective bargaining agreement executed on July 1, 2012 (the “Agreement”), which by its terms is in full force and effect; and

WHEREAS, the parties have conducted and concluded their negotiations for a successor to the Agreement by entering into a tentative agreement on July 8, 2014; and

WHEREAS the parties wish hereby to record and give effect to an addendum to their tentative agreement,

NOW, THEREFORE, in consideration of the foregoing premises and of the mutual covenants hereinafter set down, the parties agree as follows:

The Board and the Association support and agree to work for the establishment by the Legislature of a Trust Fund dedicated to pay all or a portion of the health insurance premium expense determined by the GIC for part-time faculty of the MSCA day unit. As such a Trust Fund does not exist at the date of this Addendum, and to prevent the imposition upon the Board of an unfunded mandate in the future, the parties acknowledge that coverage and the payment of premiums for unit members are contingent upon prior legislative funding and can commence no sooner than January of 2016. The Trust Fund will be available only for part-time faculty who satisfy the eligibility requirements of the Affordable Care Act (ACA) and applicable state requirements, if any. For ACA

purposes the “measurement period” for part-time faculty teaching in any given semester shall be from the first day of classes until the last day of final exams for that semester.

WHEREFORE the parties hereto hereunder set their signs and seals as follows:

BOARD OF HIGHER EDUCATION

MASSACHUSETTS STATE COLLEGE  
ASSOCIATION/MTA/NEA

By: \_\_\_\_\_  
Michael Murray  
Director of Employee and  
Labor Relations

By: \_\_\_\_\_  
Christopher J. O’Donnell  
President

Date signed: \_\_\_\_\_