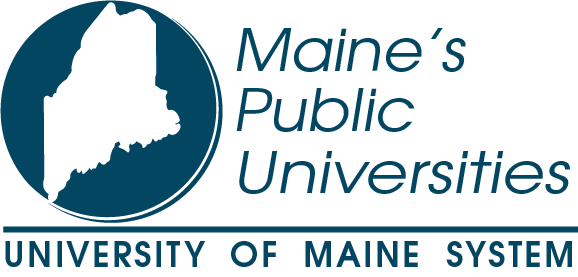
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**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

University of Maine System (“UMS”)

**AND**

Universities of Maine Professional Staff Association (“UMPSA”)

**WHEREAS,** UMS and UMPSA, hereinafter referred to as the "Parties," are parties to the Collective Bargaining Agreement (the "Agreement") dated January 28, 2025; and

**WHEREAS,** the Parties desire to amend certain provisions of the Agreement;

**NOW, THEREFORE,** the Parties agree as follows:

**ARTICLE I**

**Amendments**

1. **Article 3, Association Rights, Section (2)(a)** of the Agreement is hereby amended to read as follows:  
     
   The Association may designate one grievance chairperson for each campus except that UM shall be entitled to two grievance chairpersons and USM shall be entitled to three grievance chairpersons, one to be located at Portland, Gorham, and Lewiston, respectively.

Additionally, one grievance chairperson each may be designated for University Services and the University of Maine School of Law.

1. **Article 6, Appointment, Reappointment and Non-Reappointment, Section A(2)** of the Agreement is hereby amended to read as follows:  
     
   UMS shall provide to the Maine Education Association on a monthly basis (no later than the last business day of each month) a list of new hires within the unit that includes the following:
   1. Name of the new hire
   2. Start date
   3. Annual salary
   4. Work location/address
   5. Work email
   6. Home mailing address
   7. Home phone number
   8. Essential employee designation

Appointment letters shall be provided to the Association upon request**.**

**ARTICLE II**

**Effective Date**

This MOU shall be effective as of January 28, 2025.

**ARTICLE III**

**Duration**

This MOU shall remain in full force and effect for the duration of the Agreement.

**ARTICLE IV**

**Entire Agreement**

With respect to to the subject matter hereof, this MOU constitutes the entire agreement between the Parties and supersedes all prior or contemporaneous communications, representations, or agreements, whether oral or written.

**ARTICLE V**

**Severability**

If any provision of this MOU shall be held to be invalid or unenforceable, such provision shall be struck and the remaining provisions shall remain in full force and effect.

**ARTICLE VI**

**Counterparts**

This MOU may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

**IN WITNESS WHEREOF,** the Parties have executed this MOU as of the date first written above.

**University of Maine System**

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Universities of Maine Professional Staff Association**

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_