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## MEMORANDUM OF AGREEMENT

This agreement is by and between the Board of Trustees of the University of Massachusetts (hereinafter University) and the University Staff Association/Massachusetts Teachers Association/NEA (and hereinafter Union) and contains the following terms and conditions:

- 1) The parties have reached agreement on the terms of a successor collective bargaining agreement to their contract covering the period July 1, 2012, through June 30, 2014. This agreement covers the period July 1, 2014, through June 30, 2017. The parties will as promptly as feasible incorporate the agreements listed in this memorandum into a complete agreement. This memorandum lists on those revisions made for the period July 1, 2014, through June 30, 2017. Otherwise the successor agreement shall carry forward the terms and conditions laid out in the prior agreement. The parties have agreed to the following changes, subject to ratification by the Union:

### Article 6

Add a new subsection 15. President's Release Time

The Association and the University agree that the 3/10s of 1% referenced in Article 30 section 5 of this contract shall be expended to provide funds to allow the President of the University Staff Association to be released from her/his duties and funds provided so that a replacement employee may be provided for the Department from which s/he is released. This shall occur under the following terms and conditions:

- 1) Such release time shall be granted for the term of the President and shall be renewed at each election for that office. This agreement is solely to provide release time for the President of the University Staff Association or someone taking their place if s/he is unable to serve during their term of appointment.
- 2) Release under this provision shall be after the signing of this agreement and not applying to the current incumbent in the office of President of the Association subject to sixty (60) days prior notice to the Department in which the person for whom release is being sought works.
- 3) The released employee shall be paid from University funds and shall be subject to all charges, regulations and conditions applied to such funds including but not limited to payment of the applicable fringe benefit rate.

- 4) The University shall not be required to provide funds in excess of those provided in Article 30 section 5.
- 5) In instances in which it is not possible to have the President begin release time sixty (60) days after her/his election because of the nature of his/her position, responsibilities, and role, additional transition time up to one hundred and twenty (120) days may be arranged either full or part time..
- 6) If an employee who has been on release time under this provision is going to end her/his term as President and seeks to return to a University position the following provisions shall apply:
  - i) An employee shall be provided time to be trained in any new technologies or systems for a period not to exceed ninety (90) days prior to returning to work.
  - ii) Whenever possible the employee who has been on release time under this provision shall return to an open available position in the title and grade s/he held when s/he began release time or in a title at the same grade in which s/he can perform the functions of the position following the training period.
  - iii) If after ninety (90) days following the election of a new President, and the incumbent President has not found employment s/he shall displace the person holding the position s/he formerly held provided it has not been eliminated or otherwise made unavailable for filling.
- 7) This agreement may be canceled by notice given by either party to this contract given in writing within the ninety (90) days of the end of the President's term. If this agreement is cancelled, the parties shall meet to bargain over the spending of the funds being used for this purpose.

#### Article 8

The parties have agreed to modify Section 2 subsection E and Section 9 to read as follows:

#### Section 2(E)

With the exception of unplanned paid sick leave, all time for which an employee is on paid leave status shall be considered time worked for the purpose of calculating overtime compensation. If sick leave is taken in a week of mandatory overtime, an employee may substitute three (3) days per year of alternate time (vacation, holiday, compensatory, or personal) and up to two (2) days per year of sick time (with medical evidence provided).

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This provision shall take effect on January 1, 2016. The parties shall meet in the meantime to further bargain over the implementation of this language on that date, including with regards to such matters as ~~past practice~~, mandatory overtime, and substituting time.

Section 9. Weekend Differential

Employees shall be paid a weekend differential of eighty cents (80¢) for each hour worked, in addition to their regular salary, for any shift worked between 12:01 am Saturday and 11:59 pm Sunday.

Article 9

The parties have agreed that Article 9 Section 3 shall read as follows:

Section 3 Bereavement Leave

Upon evidence satisfactory to the appointing authority of the death of a spouse, child, parent, brother, sister, step-child, step-parent, step-brother, step-sister, grandparent, or grandchild of an employee; or parent (including step-parent, step-child) of spouse; domestic partner; or person living in the immediate household, an employee shall be entitled to leave without loss of pay for a maximum of five (5) consecutive working days. In the event of the death of an employee's son-in-law, daughter-in-law or of the spouse's child, brother, sister, grandparent, or grandchild a maximum of three (3) consecutive working days shall be available for use by an employee. In the event that the internment of or memorial service for any of the above-named relatives is to occur at a time beyond the bereavement leave granted, the employee may request to defer one (1) of the days to a later date. Supervisors shall make every effort to approve use of leave to allow employees to attend the internment or memorial services described above. Such request shall be made at the time of notification to the CEO of the death of one (1) of the above named relatives and may be granted at the discretion of the CEO but not unreasonably denied.

Article 12

The parties have agreed to modify Article 12 Section 10 as follows:

Section 10

Employees who work on New Year's Day, Independence Day, Labor Day, Thanksgiving Day or Christmas shall receive a shift differential of eighty cents (80¢) per hour worked.

Article 17

The parties have agreed to modify section 1-3 and 8-10 as follows (no changes to ss. 4-7).

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### Section 1

A. The appointing authority is recognized as the sole authority to appoint an applicant to a vacant position. When the appointing authority determines that a vacancy is to be filled, it will be made public on a website designated for that purpose and through which applications shall be submitted. The appointing authority will not be obligated to consider an application for a position from an employee who has not submitted her/his application by the date on which the posting states it will close.

B. For the purpose of this Article, promotion shall be defined as an appointment to a position of a higher job grade; a change in job title without a change in job grade shall be considered a lateral appointment.

### Section 2

Vacant positions in the bargaining unit will be posted as internal campus job postings on the University's on-line applicant tracking system for a minimum of seven (7) business days before being posted for external (off-campus) applicants. Applications submitted online by internal (on-campus) applicants and received during the internal campus job posting period by the hiring department will be considered prior to interviewing any external applicants for the position. Internal applicant may also submit a written application form for such internal campus job postings under procedures of the Employment Office. Such written application forms will be mailed to the department and/or hiring authority for the position through campus mail. Hiring departments will not be required to hold internal campus job posting if the written application form is received after the seven (7) business day internal posting period.

### Section 3

In filling vacancies, campus seniority will govern where, upon review by the appointing authority, the ability, experience, training, and education of the applicants are equal. In the event the appointing authority fills a vacancy by appointing a non-bargaining unit applicant and such appointment results in bypassing the campus seniority of a bargaining unit applicant, then the reasons for bypassing the bargaining unit employee's seniority, if requested, shall be given in writing to the employee and/or the Association. Only a senior bargaining unit member who has been bypassed and/or the Association shall have the right to request such information. Under these circumstances, the appointing authority's determination may be grieved and processed through arbitration. In the event arbitration is invoked hereunder, the arbitrator's authority shall be limited to reviewing, consistent with the criteria set forth herein, the appointing authority's determination that the qualifications of the successful and unsuccessful candidates are not equal. A unit member or the Association may grieve his/her non-selection for a position only to Step 4 of the grievance process if such position was awarded to another unit member.

### Section 4

The Employer shall use reasonable efforts to answer requests for information regarding the search and selection procedure submitted by the senior unit member, who has been

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bypassed and makes such request pursuant to Section 2 or Section 3 and requests made in the investigation of a grievance filed under Section 2 or Section 3.

#### Section 5 Trial Period

A. An employee, who is appointed to a different position, shall serve a two (2) month trial period from the effective date of the appointment. In no case, however, shall this trial period expire prior to the completion of six (6) months of continuous employment from the most recent date of hire.

B. During this trial period, if the employee's work performance in the new assignment is not satisfactory to the CEO, said employee shall revert back to his or her former position. This matter may be a proper subject for the Grievance procedure.

C. If the employee is not satisfied with the new position, he/she may elect to return to the former position within thirty (30) days after said new appointment.

D. All appointments made related to this section shall be temporary or provisional appointments at least until the completion of the trial period. All vacancies resulting from an employee's appointment, pursuant to this section, shall be filled temporarily or provisionally at least until the appointed employee has completed his/her trial period. The employer shall notify all employees of this provisional appointment trial period.

#### Section 6

At the time of appointment to a higher grade, an employee will receive an increment consistent with the Employee Compensation Article of this Agreement.

#### Section 7

A bargaining unit vacancy may not be filled with a CC/03 employee unless it is to meet one of the following conditions:

- a) Temporarily replace a bargaining unit member, who is on approved leave of absence.
- b) To fill a position which is known to be of limited duration or duration of less than twelve (12) months.
- c) To deal with an emergency situation.

#### Section 8

A. The University may advertise and fill new bargaining unit positions as temporary appointments. A temporary appointment shall not exceed two (2) years but may be extended one (1) year upon written notice to the Association. When the University seeks to fill a temporary position, it shall identify the position as temporary on the designated web site.

B. A temporary employee, who has completed his/her term of appointment before three (3) years have elapsed, may be separated from the University without recourse to Articles 22, except as provided herein, and Article 26. Laid off temporary employees shall be considered "off campus" applicants when they apply for a position they held as a temporary appointment that becomes permanent. For all other positions, they shall be considered "on campus" applicants for two (2) years from their date of layoff.

#### Section 9

The University shall designate and advertise a specific website at which all applications for employment and job vacancies shall be listed and to which applications shall be submitted. Bargaining unit employees who cannot use computers or have no access to computers shall be provided a location at which they may use a computer to search job vacancies and make applications.

#### Section 10

Every month the employer shall provide the Association with a list of the name, requisition or posting bid number of employees hired into vacancies as described in this Article. This list shall include the bargaining unit of each employee hired.

#### Article 17A

The parties agree to amend this article by adding a new subsection to read:

4. Seniority shall be defined as service in a benefited position from the most recent date of continuous hire at the University.

#### Article 17D

The parties agree this article will be deleted from the agreement.

#### Article 19

The parties have agreed to revise Article 19 to read as follows:

#### OUT OF TITLE WORK

##### Section 1. Work in a Lower Classification

- A. When an Employee is assigned by his/her supervisor to perform the duties of a position classified in a grade lower than that in which the employee performs his/her duties, she/he will be compensated at his/her regular rate of pay as if performing his/her regular duties.
  
- B. An Employee, who is assigned by his/her supervisor to perform overtime work in a lower classification, shall have overtime compensation computed at the employee's regular rate of compensation.

##### Section 2. Work in a Higher Classification

An employee who is clearly directed by her/his supervisor to perform work in a higher classification shall receive pay at the step as determined by Article 14 from the start of the period for which such work is assigned. Prior to receiving such pay the out of Temporary Work Assignment Form signed by the direct supervisor and department head must be received in Human Resources. That form must contain a brief description of the work performed in a higher classification assigned to that employee. Only one employee shall receive such compensation for performing work in a higher classification formerly done by another bargaining unit employee. A job audit by the Personnel Administrator or designee shall be conducted only in cases where there is a dispute between the employee and supervisor and/or designee. Working out of title pay shall not be available for employees filling in for employees on scheduled vacation leave of less than three (3) weeks.

An Employee, who is assigned by his/her supervisor to perform overtime work in a higher classification, shall have overtime compensation computed at the same step rate of the higher classification, unless the employee's regular rate of compensation is higher, in which case the overtime compensation shall be computed at the employee's regular rate of compensation.

An employee performing work formerly done by an employee in another bargaining unit shall receive a stipend of fifteen (\$15.00) dollars per day. Within ninety (90) days after funding of this agreement a joint labor-management committee consisting of three members appointed by each party to this agreement shall meet to discuss the creation of and implementation of a system for compensating USA employees performing out of title work in positions in other bargaining units. The committee shall also have authority to revise the Temporary Work Assignment Form.

An employee working out of grade shall not use that fact as a basis to pursue a reclassification appeal nor shall it serve as that employee's salary from which a promotion is determined under this agreement.

#### Article 24

The parties have agreed to modify Article 24 to read as follows:

Delete Side Letter 9 of the 2012-2014 Contract

#### ARTICLE 24 TUITION REMISSION

A. In addition to Section B below, the Employer agrees to maintain all other tuition benefit, which employees covered by this Agreement enjoyed, under policies and agreements with the Employer immediately prior to the effective date of this Agreement; these benefits shall not be limited or precluded by the provisions of this Article.

#### B. Full-time Employees

##### 1. Eligibility

a) All full time exempt and non-exempt employees of the University, who are paid from the AA Subsidiary Account and who have completed at least six (6) months of service (or in the case of faculty, one academic semester) as of the date of enrollment, shall be

eligible for system wide tuition remission benefits. Employees on paid leave of absence or industrial accident leave remain eligible during the period of any such leave. Employees, on unpaid leave, shall remain eligible for a maximum of one (1) calendar year.

## 2. Applicability.

Tuition remission shall be provided to eligible employees, their spouses, and dependent children as follows:

- a) For enrollment in any state-supported course or program at the undergraduate or graduate level at any community college, state college, or university excluding the MD program at the University of Massachusetts Medical School, full tuition remission shall apply.
- b) For enrollment in any non-state-supported course or program offered through continuing education, including any community service course or program at any community college, state college, or university, fifty percent (50%) tuition remission shall apply.
- c) Tuition remission shall apply to non-credit as well as credit-bearing courses.

## 3. Limitations

- a) Employees are responsible for the payment of all other educational costs, including fees (application, laboratory, etc.), books, and supplies.
- b) Employees must apply for admission and meet all admissions standards for the desired course/program.
- c) Admission to all course/programs in Continuing and Professional Education is on a space-available basis. Further, each local campus administration reserves the right to cancel any Continuing and Professional Education course in which a minimum number of full tuition paying students, as determined by the administration, have not enrolled.
- d) Tuition remission benefits are non-transferable.

## 4. Certification Process.

To qualify for tuition remission, an employee must take the following steps:

- a) Apply for and be admitted to the desired course/program.
- b) Complete a "Certificate of Eligibility for System wide Tuition Remission" (Available in the Division of Human Resource and USA/MTA Offices) and have it signed by his/her department head or supervisor and by the Manager of Total Compensation of the University. If the tuition remission is to be used by the employee's spouse or dependent child, the name and relationship of this individual



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should be indicated on the certificate. The certificate should be completed as far in advance of the date of enrollment as possible.

- c) Submit the completed Certificate of Eligibility with his/her tuition bill to the college or university at which he/she plans to enroll. The employee, must remit payment at the same time for costs not covered by tuition remission.
- d) It is the responsibility of the employee to insure that the Certificate of Eligibility is approved in a timely fashion. Retroactive tuition rebates will not be made except in unusual circumstances beyond the control of the employee.

#### 5. Interpretation of this Policy.

The President of the University of Massachusetts or his designee shall have the sole authority to resolve any dispute concerning the interpretation and application of this policy. The President of the University of Massachusetts may amend or modify this policy from time to time as he deems appropriate and necessary. No dispute or claim of benefits arising from this policy shall be the subject of a grievance or arbitration procedure.

#### C. Part-time Employees

##### 1. Eligibility

a) All part-time employees, who are members of the collective bargaining unit, who are paid from the AA Subsidiary Account, and who have completed at least six (6) months of full-time equivalent service as of the date of enrollment, shall be eligible for system wide tuition remission benefits. All regular part-time employees, who are not members of a collective bargaining unit, who work at least one-half of the hours of a full-time position, who are paid from the AA Subsidiary Account and who have completed at least six (6) months of full-time equivalent service as of the date of enrollment, shall also be eligible for system wide tuition remission benefits.

b) The spouse and dependent child or children of any eligible part-time employee shall also be eligible for system wide tuition benefits. The age limitation and IRS dependency standards set forth in the System-wide Tuition Remission Policy shall apply to children of eligible part-time employees.

##### 2. Applicability

Tuition remission shall be provided to eligible part-time employees, their spouses and dependent children as follows:

a) For enrollment in any state-supported course or program at the undergraduate or graduate level at any community college, state college, or university, excluding the MD Program at the University of Massachusetts Medical School, fifty percent (50%) tuition remission shall apply.

b) For enrollment in any non-state-supported course or program offered through continuing education, including any community service course or program, at any community college, or university, twenty-five percent (25%) tuition remission shall apply.

c) Tuition remission shall apply to non-credit as well as credit-bearing courses. In all other respects, the provisions of the System-wide Tuition Remission Policy shall be of application to eligible part-time employees.

#### D. Dependent and Spouse Tuition and Fee Waiver Policy

##### 1) Specific Conditions

- This plan, which is effective Fall September 2015 semester, covers all full and part-time undergraduate students. The current policy regarding tuition and fee waivers remains in effect through the Spring 2015 semester.
- Spouses and dependents Dependents/Spouses of full-time benefited employees are eligible for a waiver in the semester following the completion of two years of full-time equivalent benefited service at any of the UMass Campuses or UMass System Office.
- Spouses and dependents of part-time benefited employees are eligible for a waiver in the semester following the completion of four years of part-time equivalent benefited service at any of the UMass Campuses or UMass System Office. Part-time shall be defined as a regular schedule of half-time the normal number of hours for that position. Individuals must be eligible for benefits under the terms of a collective bargaining agreement or personnel policies.
- Spouses and dependents enrolled as full-time or part-time students shall be eligible to have a maximum of fifty percent (50%) of curriculum/operating fees waived.
- This benefit is available to the dependents and spouses of current full and part time benefited UMass employees only. Dependents and spouses of benefitted employees on unpaid leave (other than Military Leave, Workers' Compensation and FMLA) are not eligible for this benefit.
- This benefit is in effect only for the period of time in which the employee is employed by the University. Should the employee retire or resign, or is laid off, or otherwise separated from terminated for cause from his/her position, the waiver shall be extended only through the semester in which the separation occurred. However, the spouse and dependent children of retired or deceased employees may retain eligibility under the below described conditions:
  - If an eligible employee retires while a dependent child or spouse is enrolled in an undergraduate program of study or undergraduate degree program, the spouse or child may complete such program with the waiver, provided the enrollment is continuous.
  - If an eligible employee who has completed at least five (5) years of full-time equivalent service dies, the surviving spouse and dependent children shall be eligible to enter and/or

complete one (1) full undergraduate program of study or undergraduate degree program with the waiver.

A "dependent child" shall mean any natural, adopted or step child who is claimed as a dependent on the eligible employee's Federal Tax Return for the tax year immediately preceding enrollment. In addition, For Dependents covered must be under the age of 26 and meet established criteria to be considered and remain eligible for this benefit and meet the IRS standards of dependency.

The applicable fees for which this waiver applies are the Curriculum/Operating fees

The parties also agree that, if during the term of this agreement, the Commonwealth and the University agree to a tuition retention plan, the University will extend the current value of this provision through the term of the agreement. The current value of this benefit includes the full cost of in-state tuition and 50% of the in-state operating/curriculum fees as of August 31, 2015.

The parties also agree that the current practice of adhering to the 2008-2009 fee waiver amount shall end with effective the Spring 2015 semester.

#### Language For Continuing Education

##### Applicability

Tuition remission shall be provided to eligible employees, their spouse, and dependent children as follows:

(i) For enrollment in any non-state-supported course or program offered through continuing education, including any community service course or program at any community college, state college, or university, fifty percent (50%) tuition remission shall apply. Tuition remission shall apply to non-credit as well as credit bearing courses.

##### (ii) Limitations

a. Eligible employees, their eligible spouse, or dependent children receiving tuition remission are responsible for the payment of all other educational costs, including fees (application, laboratory, etc.) books, and supplies.

b. Eligible employees, their eligible spouse, or dependent children must apply for admission and meet all admissions standards for the desired course/program.

c. Admission to all courses/programs in continuing education is on a space available basis. Further, each local campus administration reserves the right to cancel any continuing education course in which a minimum number of full tuition-paying students, as determined by the administration, have not enrolled.

d. However, if the University and the Commonwealth agree on a tuition retention plan during the life of this agreement this provision shall no longer be in force and the parties will meet and negotiate a policy addressing that situation which provides a benefit not less valuable to bargaining unit members than this plan.

e. Should another campus of the University of Massachusetts agree to provide tuition remission for spouses and dependents as described above to take graduate courses the contract shall be reopened to bargain over that issues.

#### Article 24A

Shall be revised to read:

#### Section 3 Career Ladder Training Program

The Employer agrees to contribute thirty-five dollars (\$35.00) per fiscal year for each full-time equivalent employee to establish a Career Ladder Training Program to be available for all members of the unit. The parties recognize the need to provide members of the bargaining unit with opportunities to advance to more responsible positions within the bargaining unit. As such, these funds may be utilized to pay for educational and training programs, in order to improve working skills and knowledge beyond the normal requirements for the positions presently held by. Programs must be given advance approval and certified by the Career Ladder Training Committee. This committee will develop guidelines to review proposed programs and internal committee procedures during the initial year of this Agreement.

These funds may not be used to enhance salary rates or as a salary bonus.

Any funds not expended prior to January 1, 2004 shall be placed into a Career Ladder Training account to be expended on programs, training seminars, and other such services as agreed upon by the labor-management committee for bargaining unit members.

The terms of this provision shall be effective only when there is an express agreement by the parties to provide the amount specified above or another amount which specifically describes the term of the contract for which the funds will be provided and such funds are specifically and identifiably requested of the legislature and such funds are appropriated or otherwise specifically provided. The parties agree and understand that no such funds have been requested, appropriated or otherwise provided since the contract covering the period July 1, 2007 to June 30, 2008 expired and no such funds are provided for in this collective bargaining agreement covering the period July 1, 2014 to June 30, 2017.

#### Section 4

Any funds unused as of December 15, 2015 will be paid to the Union to be used as it determines provided that such uses are consistent with the purposes for which the Career Ladder Program was created and as described above.

#### New Side letter

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The Association president shall be paid at the rate equivalent to a grade 18 position as provided in this agreement inclusive of benefits. The provision shall take effect As of the first pay period in July 2014. Upon vacating the position and returning to the work force, the former President shall revert to their prior rate or the rate of the job they enter at that time except service credit shall be given for their period as President.

New Side Letter

The parties agree that not more than ninety (90) days after funding of this agreement a joint labor-management committee shall be formed with the authority to research, design, and bargain one or more employer-sponsored systems to improve or replace the current sick-leave system and/or vacation-leave system for employees in the bargaining unit. For the duration of the agreement, a 120-day cap shall be placed on the accrual of sick leave for employees hired on or after January 1, 2015. For the duration of the agreement, the current vacation-leave terms will remain unchanged. If the committee fails to reach mutual agreement on a replacement system, the sick-leave and vacation-leave systems contained in the contract covering July 1, 2012 to June 30, 2014, will continue without any additional accrual limits.

New Side Letter

The parties agree that not more than ninety (90) days after funding of this agreement a joint labor-management committee shall be formed with the authority to research, design, and bargain, and implement improvements to the Employee Evaluation form and process. If the committee fails to mutually agree to a replacement system, the 2012-2014 language shall remain in effect.

New Side Letter

The parties agree that not more than ninety (90) days after funding of this agreement a joint labor-management committee shall be formed to review, revise and adopt by mutual agreement any changes in the sick leave bank that may be proposed by the sick leave bank committee members.

WAGES

Year 1

- A. Effective the first pay period in July 2014, all eligible bargaining unit members, who are on the payroll as of July, 2014, shall receive a one and one-half percent (1.5%) base rate salary increase.
  
- B. Effective the first pay period in January 2015, all eligible bargaining unit members who are on the payroll as of January 2015, shall receive a one and one-half percent (1.5%) base rate salary increase.

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- C. Effective December 31, 2014, a one quarter (0.25) of 1% of the total salaries of all state funded non-grant or contracted members of the bargaining unit shall be available to be applied to address specific operational needs and may not be applied across the board. The funds described in this section shall be applied to increase the employer's contribution to the Health and Welfare Trust by \$.50. A joint labor management committee consisting of equal numbers of Management and Association representatives shall meet to bargain and agree upon the distribution of the funds described above throughout the life of this agreement. The parties may meet and consider alternative schedules of increases in the Health and Welfare Trust increases prior to funding of the contract.

#### YEAR 2

- A. Effective the first pay period in July 2015, eligible bargaining unit members who are on payroll as of July 2015, shall receive a one and one-half percent (1.5%) base rate salary increase.
- B. Effective the first pay period in January 2016, eligible bargaining unit members who are on payroll as of January 2016, shall receive a one and one-half percent (1.5%) base rate salary rate increase.
- C. Effective December 31, 2015 a one quarter (0.25) of 1% of the total salaries of all state funded non-grant or contracted members of the bargaining unit) shall be available to be applied to address specific operational needs and may not be applied across the board. The funds described in this section also shall be applied to increase the employer's contribution to the Health and Welfare Trust by \$.50.

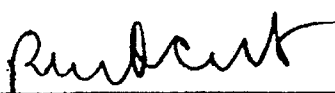
#### YEAR 3

- A. Effective the first pay period in July 2016, all eligible bargaining unit members who are on payroll as of July 2016, shall receive a one and one-half percent (1.5%) base rate salary increase.
- B. Effective the first pay period in January 2017, all eligible bargaining unit members who are on payroll as of January 2017, shall receive a one and one-half percent (1.5%) base rate salary increase.
- C. Effective December 31, 2016 a one quarter (0.25) of 1% of the total salaries of state funded all non-grant or contracted members of the bargaining unit shall be available to be


applied to address specific operational needs and may not be applied across the board.  
The funds described in this section also shall be applied to increase the employer's  
contribution to the Health and Welfare Trust by \$.50.

In witness of these terms and conditions the duly authorized representatives of the parties affix  
their signatures below.

University of Massachusetts

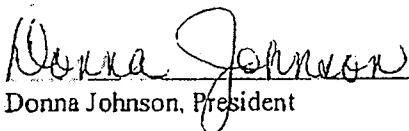
  
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Robert Caret, President

Dated: 12/12/14

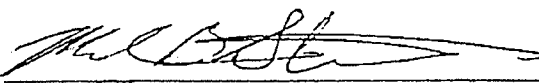
  
\_\_\_\_\_  
Nicholas Marshall Labor Relations Administrator

Dated: 12-12-2014

University Staff Association/Massachusetts Teachers Association

  
\_\_\_\_\_  
Donna Johnson, President

Dated: 12-12-14

  
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Miles B. Stern, MTA Consultant

Dated: 12/12/14

