

The University Staff Association/Massachusetts

Teachers Association/NEA

and

The University of Massachusetts Board of Trustees

University's Proposal # 3 Article 14 – Employee Compensation

~~SECTION 5. -SALARY ADJUSTMENTS FOR EMPLOYEES ENTERING FROM OTHER STATE BARGAINING UNITS~~

~~A. An employee entering a position within the bargaining unit covered by this Agreement, without a break in service from a position in another Commonwealth of Massachusetts public employer, in a bargaining unit not covered by this Agreement, from a position determined by the Division of Human Resources to be of a type with similar duties and responsibilities to the positions in this unit, in the grade level of the position which they are being hired into, shall be placed at the first step in grade up to the maximum of the grade, which at least equals the rate of compensation received immediately prior to their entry into the bargaining unit.~~

~~B. An employee entering a position within the bargaining unit covered by this Agreement, without a break in service from a position in another Commonwealth of Massachusetts public employer, in a bargaining unit not covered by this Agreement, from a position determined by the Division of Human Resources to be of a type with similar duties and responsibilities to the positions in this unit, which are at a lower grade level than the position which they are being hired into, shall be placed at a step in grade in accordance with the provisions of Section 2 of this Article.~~

~~C. An employee entering a position within the bargaining unit covered by this Agreement, without a break in service from a position in another Commonwealth of Massachusetts public employer, in a bargaining unit not covered by this Agreement, from a position determined by Division Human Resources to be of a type with similar duties and responsibilities to the positions in this unit, which are at a higher grade level than the position which they are being hired into, shall be placed at a step in grade within their new job grade based upon the employee's years of service in the equivalent new job grade or higher job grade, provided that in no event shall the employee be placed in a step in grade which results in the employee receiving a salary rate equal to or greater than the average salary received by the employee for the preceding six (6) months.~~

A. EMPLOYEES ENTERING FROM ANOTHER UMASS AMHERST CLASSIFIED POSITION

An employee entering a position covered by this Agreement, without a break in service from a classified position at UMass Amherst, shall be placed at the appropriate step in the new salary grade, as follows:

- I. If the employee is entering from a position of the same grade to a USA position that is of the same grade, they shall be placed on the same step in the new title as they held in the current title prior to their entry into the bargaining unit.
 - a. Example: An employee entering from a grade 11, step 6 position in AFSCME, going to a grade 11 position in USA, shall be placed at grade 11, step 6 in the new position.
- II. If the employee is entering from a position of a higher grade to a USA position that is of a lower grade, they shall be placed on the same step in the new title as they held in the current title prior to their entry into the bargaining unit.
 - b. Example: An employee entering from a grade 11, step 6 position in PSU-B, going to a grade 10 position in USA, shall be placed at grade 10, step 6 in the new position.
- III. If the employee is entering from a position of a lower grade to a USA position that is a higher grade, they shall be placed on the same step in the new title as they held in the current title prior to their entry into the bargaining unit.
 - c. An employee entering from a grade 11, step 6 position in AFSCME, going to a grade 12 position in USA, shall be placed at grade 12, step 6 in the new position.

B. EMPLOYEES ENTERING FROM ANOTHER COMMONWEALTH OF MASSACHUSETTS CLASSIFIED POSITION

An employee entering a position covered by this Agreement, without a break in service from a classified position in a Commonwealth of Massachusetts public employer, shall be placed on the appropriate step in the new salary grade based on their years of service. *

- I. Example: An employee worked for a Massachusetts municipality for 8 years and left to work for a private company for 2 years. They are entering a grade 15 USA position and shall be placed at Grade 15, step 1. Since they were not working for a Commonwealth of Massachusetts public employer immediately preceding entering USA, they did not have any creditable years of service.
- II. Example: An employee had worked for a Massachusetts municipality for 5 years, took a non-benefit eligible job in the department for a year, and then took a benefit eligible position in the municipality and worked for another 10 years. They are entering a grade 15 USA position and shall be placed at grade 15, step 10. The number of creditable years of service is ten, as that is how many consecutive benefit eligible years they had worked for a Massachusetts public employer immediately preceding entering USA.

** Years of service are defined as the consecutive, benefit eligible years worked for a Commonwealth of Massachusetts public employer immediately preceding entering USA. It is the employee's responsibility to provide documentation from prior employer(s) to demonstrate their years of service.*

C. SALARY ADJUSTMENTS FOR EMPLOYEES ENTERING FROM A PROFESSIONAL POSITION

An employee entering a position covered by this Agreement, without a break in service from a professional position at a Commonwealth of Massachusetts public employer, including UMass Amherst, shall be placed on the appropriate step in the new salary grade based on their years of service. *

- I. Example: An employee is entering from a professional position at UMass Amherst, where they have 8 years of service, to a USA grade 15 position. They shall be placed at grade 15, step 8.
- II. Example: An employee is entering from a Massachusetts municipality, where they had worked for 10 years in a professional position, to a USA grade 15 position. They will be placed at grade 15, step 10.
- III. Example: An employee worked in a professional position for a Massachusetts municipality for 5 years then took a non-benefit eligible job in the department for a year, and then took a benefit eligible position in the municipality and worked for another 10 years. They are entering a grade 15 USA classification, and they shall be placed at grade 15, step 10. The number of creditable years of is ten, as that is how many consecutive benefit eligible years they had worked for a Massachusetts public employer immediately preceding entering USA.

** Years of service are defined as the consecutive, benefit eligible years worked for a Commonwealth of Massachusetts public employer immediately preceding entering USA. It is the employee's responsibility to provide documentation from prior employer(s) to demonstrate their years of service.*

~~SECTION 8. SALARY ADJUSTMENTS FOR EMPLOYEES ENTERING FROM ANOTHER CAMPUS BARGAINING UNIT~~

~~An employee entering a position within the bargaining unit covered by this Agreement, and:~~

- ~~• without a break in service;~~
- ~~• from an on-campus position determined by the University to be a type with similar duties and responsibilities to the position in this unit; and~~
- ~~• in the grade level of the position which they are being hired into~~

~~shall be placed at the first step in grade up to the maximum of the grade, which is closest to (but not higher than) the rate of compensation received immediately prior to their entry into the bargaining unit.~~