

**The University Staff Association/Massachusetts**

**Teachers Association/NEA**

**and**

**The University of Massachusetts Board of Trustees**

University's Proposal # 1 Article 8 – Workweek and Work Schedules

**SECTION 8**

~~A. Auxiliary Services and Housing Services will implement Kronos, an electronic attendance system. Kronos shall be used only to monitor time and attendance. Current policies and procedures surrounding attendance and pay will remain constant.~~

~~B. Members of the bargaining unit in Auxiliary Services shall be required to use the Kronos System provided the non-unit employees in USA titles shall also be required to use the Kronos System in the same manner. Individuals employed in Auxiliary Services in CC/03 positions, who perform work analogous to that performed by USA/MTA titles, shall also be required to use the Kronos System in the same manner. The Kronos System shall not be implemented in Auxiliary Services until such time as the Association has been given notice that the Kronos System will be implemented, such notice not to be given prior to September 1, 2001, and the Association shall be given ninety (90) days to impact bargain the implementation and usage procedures. Said ninety (90) days may be extended by mutual agreement of the parties.~~

~~C. Should a University Department or Division, other than Auxiliary Services or Housing, or should the University as a whole purchase Kronos or another like system whose use is likely to impact unit members, the Association shall be given a ninety (90) day notice to bargain such impact.~~

~~D. Unit members, except those in Auxiliary Services, shall not be required to swipe under the Kronos system unless all employees in a Department are required to do so. For unit members required to swipe a Kronos card, not less than two replacements per fiscal year shall be provided without cost for lost or destroyed cards.~~