Below are brief summaries of the key changes in the proposed new contract.

**Article 6**: Embeds the right for employees to grieve claims of discrimination and sexual harassment, and file complaints with governmental agencies about the same claims. Establishes a working group at UMass Boston to develop a system for addressing bullying at work.

**Article 7**: Adds two new arbitrators to the list—one chosen by the union and one chosen by management.

**Article 14**: Allows the University to post job vacancies and receive job applications on a website, while protecting our current internal pool procedures on both campuses. Instead of posting a hiring range, job postings will include the grade level (or associated grade level) and a link to the pay scales.

**Article 18**: Adds new language to ensure that exempt employees receive comp time for working during emergency closures.

**Article 20.1.F**: Allows management, under specific circumstances, to require a second medical opinion if an employee has been out of work for a personal injury or illness lasting more than 10 days. Establishes a procedure for a 3rd opinion if the 2nd opinion contradicts the employee’s own doctor’s assessment.

**Article 20.13**: Based on state law, provides for 15 days of paid leave for victims of abuse.

**Article 23**: Alters the tuition and fee benefit for employee spouses, domestic partners and dependents enrolled in undergraduate courses by increasing the fee waiver to 50% of the curriculum fee, and establishing an eligibility requirement of the equivalent of 2 years of full-time service. Eliminates any fee waiver for employee spouses, domestic partners and dependent enrolled in graduate programs; however, the tuition waiver remains.

**Article 23.4**: Establishes a process by which the tuition and fee benefit will be open for renegotiation if the University is awarded tuition retention by the Legislature.

**Article 24**: Increases the University’s contribution to our dental and vision plans over the life of the contract.

**Article 27**: Grants the University the ability to raise an employee’s salary in response to an alternative offer of employment.

**Article 31.1**: Provides for the following raises:
- July 2014 – 1.75% distributed as equal dollar amounts
- January 2015—1.75% raise
- July 2015 – 1.75% raise
- January 2016 – 1% raise and a 0.75% merit pool
- July 2016 – 1.75% raise
- January 2017 – 1% raise and a 0.75% merit pool
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In addition, a pool of 0.25% of the total salaries of all non-grant or contract funded employees will be established each December and will be distributed to address economic issues as agreed upon both by the union and the administration.

**Article 31.2:** Establishes that merit awards will be directly linked to the employee’s most recent PMP evaluation, and that employees are eligible for merit increases after 9 months on the job. For the Boston campus, establishes a non-PMP pool until Boston’s PMP compliance rate equals that of Amherst.

**Article 39:** Increase the shift differentials, standby pay, and holiday pay rates of non-exempt employees.

**Article 40:** This contract will be in effect until June 30, 2017.

**Side letter on List of Health Care Providers:** The union and administration must agree on a list of medical providers for the 3rd opinion process in Article 20, before the new Article 20 language can be implemented.

**Side letter on Sick Leave and Vacation Accruals:** A labor-management committee shall be formed to explore altering the current sick and vacation leave system.

**Side letter on Matriculated Spouses, Domestic Partners and Dependents:** If a matriculated spouse, domestic partner or dependent is negatively affected by the change in tuition/fee benefits, the administration must meet with the union to mitigate that impact.

**Side letter on 43-week Employee Vacation and Holidays:** A labor-management committee will be established to address the difficulty 43-week employees face in using vacations and holidays.

**Side letter on Non-Credit ESL Instructors:** This side letter incorporates into the contract the agreement reach at Boston for the ESL Instructors.

**Side letter on PSSAP Committee:** A labor-management committee will be established to request and review proposals concerning updating or replacing our current Salary Administration Program.

**SAP Handbook:** Allows management to hire up to the maximum of the pay range for the grade, allows for electronic posting of vacancies, and excludes the value of living quarters from Residence Directors’ pay.