

**Memorandum of Agreement**  
**Between**  
**The University of Massachusetts Board of Trustees**  
**And**  
**Professional Staff Association/Massachusetts Teachers Association/NEA**  
**Unit B (Non –Exempt Supervisory Unit)**

**Date Presented: March 12, 2012**

*leave in*

~~The University makes these proposals, retaining to itself the right to submit additional proposals until such time as bargaining agendas are mutually closed. All proposal and agreements are subject to ratification by the Office of the President of the University and funding pursuant to M.G.L. Chapter 150E. Specifically, the University reserves the right to make economic proposals, including addressing the scope and date of any retroactive payments at a later date. Proposals are either tentatively accepted or tentatively rejected in full, noting that every tentative agreement shall be subject to and contingent upon the parties entering into a final and complete collective bargaining agreement.~~

**1. Change Article 10, Section 1 to read:**

The following days shall be holidays for employees:

New Year's Day  
Martin Luther King Day  
Presidents' Day  
~~Evacuation Day\*~~  
Patriot's Day  
Memorial Day  
~~Bunker Hill Day\*~~  
Independence Day  
Labor Day  
Columbus Day  
Veterans' Day  
Thanksgiving Day  
Christmas Day  
~~\*-Only in Suffolk County~~

1) Delete current Section 10.5 and replace with:

In addition to the holidays listed in Section 10.1, bargaining unit members shall not be required to work on the immediate two (2) work days preceding the day on which the New Year's Day holiday is celebrated. Employees assigned to work

shall be given alternate day(s) off. Use of such time shall conform with the existing requirements in the collective bargaining agreement.

THESE DAYS SHALL BE CONSIDERED HOLIDAYS (HCT. exclusively)

## 2. Basic Salary Increases

The relevant Salary articles in the collective bargaining agreement shall be amended to incorporate words to the effect:

- A. Effective July 1, 2012, all eligible bargaining unit members who are on the payroll as of July 1, 2012, shall receive a one and one-half percent (1.5%) base rate salary increase.
- B. Effective December 30, 2012, all eligible bargaining unit members shall receive a one and one-half percent (1.5%) base rate salary increase.
- C. Effective June 30, 2013, all eligible bargaining unit members shall receive a one and one-half percent (1.5%) base rate salary increase.
- D. Effective December 29, 2013, all eligible full time unit members shall receive a one and one-half percent (1.5%) base rate salary increase.

### A. Health and Welfare Contribution

Effective the first pay period in January 2014, the University agrees to contribute on behalf of each full-time-equivalent unit member an additional fifty cents (\$0.50) per calendar week to the appropriate Health & Welfare Fund. *full time for a employee*  
*TOTAL OF \$14.50 (\$14.50)*  
*Fourteen dollars & 50 cents*

Effective the first pay period in June 2014, the University agrees to contribute on behalf of each full-time-equivalent unit member an additional (\$0.50) per calendar week to the appropriate Health & Welfare Fund.

- 3. During the life of this agreement, a multi-union committee (USA and PSU Unit B), will meet and discuss Drug and Alcohol Testing language with a goal of reaching an agreement on such language for inclusion in the contract, taking effect July 1, 2014. *per full time member for a total of fifteen (\$15.00) dollars*

## DURATION

This Agreement shall be for the two (2) year period from July 1, 2012 through June 30, 2014 and terms contained herein shall become effective on the date of its execution by the parties, unless otherwise specified. At the written request of either party, negotiations for a subsequent agreement will be commenced on or after March 1, 2014. This Agreement will remain in full force and effect until a new Agreement is executed or an impasse in negotiations is reached.

Nothing herein shall derogate from the legal rights and duties of the respective parties relative to matters that impact mandatory subjects of collective bargaining.

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

For: Professional Staff Association/  
Massachusetts Teachers Association/NEA  
Unit B (Non-Exempt Supervisory Unit)

For: The University of Massachusetts

Kimberly A. Chapin  
William Thomas Hoff  
James D. Hoff  
James Mastone cochair PSEU  
Maura Sweeney

[Signature]  
[Signature]

12 March 2012  
Date

03-12-2012  
Date