

Memorandum of Agreement
between the
Board of Trustees of the University of Massachusetts
on behalf of University of Massachusetts Lowell
and the
Grant and Contract Funded Employees Association of the
Massachusetts Teachers Association

July 1, 2009 to June 30, 2012

Effective July 4, 2009, the 0.3% special campus needs pool will be divided equally among Union unit members, to create a flat amount that will be added to the base pay of each member on a per capita basis.

A \$250 professional development reimbursement opportunity is to be established by dividing roughly \$32,500 of the current FY08/FY09 special campus needs pool among all unit members. For the period July 1, 2007 through June 30, 2010, \$250 will be made available to each Union unit member to support professional development. There will be a process for distributing professional development funds. The University will set up an account number. To receive the benefit, a bargaining unit member would have to submit receipts of the professional development expenditure in order to be reimbursed out of the 0.3% account. After July 1, 2009, receipts of new professional development expenditures would have to be submitted within 120 days, after which they may be treated as income and therefore taxable.

Professional development supported by such funding shall typically include expenses such as books, professional subscriptions, travel, and membership in professional associations. Other requests will be considered on a case-by-case basis. The Union shall let all unit members know of the \$250 reimbursement opportunity.

The remainder of the 0.3% pool from FY08/FY09 will be used for H1B visa expense reimbursements (\$1,000) and severance stipends (up to \$2,000) for Union unit members.

Signed the 18th Day of November 2009

For the University

For the Union

