

MEMORANDUM OF AGREEMENT
UNIVERSITY OF MASSACHUSETTS LOWELL
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 888
(Position Classification and Compensation System)

WHEREAS, by Memorandum of Agreement dated March 20, 2012, the parties agreed:

Appendix H: Position Classification Review Committee

The parties mutually agree to establish a committee comprised of Unit and Non-Unit Professional Staff, whose charge will be to make a recommendation for the selection of a standardized position classification system.

And

Appendix G: Evaluation of Unit Members

The University will meet with the union to discuss the implementation of a revised Performance Evaluation form and process. Maintain current contract language on evaluates. (And see attached appendix).

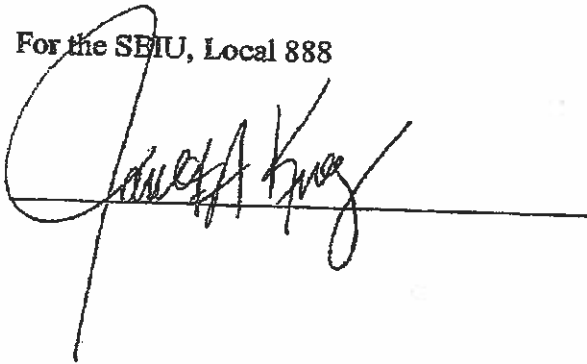
Now, having satisfied any and all bargaining obligations pursuant to the matters referenced above, the parties agree to the following:

1. Position Titles of all unit members shall be designated a grade and salary range utilizing the attached Grade and Salary Chart ("Chart") (Attachment 1). The specific title grade designation is set forth in Attachment 2. The University maintains the right to revise the Chart as it deems necessary from time to time and in accord with established practice, the University maintains the right to reclassify positions and to make salary adjustments of employees as it deems appropriate.
2. The University shall notify bargaining unit employees of the grade and salary range designated to their position title.
3. An employee whose current salary exceeds the maximum salary for the designated grade for the employee's position title may request a review of his or her initial grade designation by filing a written request to the Associate Vice Chancellor, Human Resources and Equal Opportunity & Outreach no later than the end of the second full payroll period following notice to the employee of his or her designated grade designation. As part of the employee's request for review, the employee must submit all documentation supporting the request that the designated grade is not appropriate or that the classification is not consistent with other unit employees who perform the same or similar work. The Associate Vice Chancellor, or his or her designee, shall review the request and issue a response within 30 days. The decision of the Vice Chancellor shall be final, and shall not be subject to the grievance procedure as contained in the parties' collective bargaining agreement.

4. The parties shall continue their efforts to determine the appropriate designated grade for the titles listed in Attachment 3. Unless otherwise agreed to by the parties, such employees shall receive salary increases in accordance with the terms and conditions of the parties' collective bargaining agreement.
5. The Performance Evaluation process as initially developed and implemented through the 2012 pilot program and subsequently modified and implemented in 2013 is hereby adopted by the parties. The current evaluation program as agreed to by the parties is set forth on the Human Resources and Equal Opportunity and Outreach Performance Management website as of the date of this agreement. The University maintains the right to periodically revise the program based upon the operational needs of the University.

Signed the ___ 30 day of October, 2013

For the SBIU, Local 888



For the University of Massachusetts

