

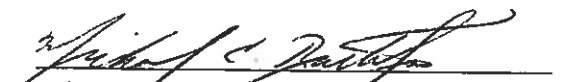
MEMORANDUM OF UNDERSTANDING
UNIVERSITY OF MASSACHUSETTS LOWELL
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 888
(Merit Based Salary Increase – January 2014)

The following terms constitute the process for the distribution of the January 2014 merit pool as contained in the parties March 2012 Memorandum of Agreement (“MOA”). To the extent that any term of the MOA conflict with the terms of this Memorandum of Understanding (“MOU”) the terms of this MOU shall control.

1. There shall be established a pool equal to one half of one percent (0.5%) of the salaries of all unit members on the payroll as of December 29, 2013. All unit members hired on or before July 1, 2013 who received a performance rating of at least Solid Performance on the 2013 performance evaluation shall be eligible to be included in a merit based salary increase.
2. Employees not on the payroll as of July 1, 2013 as well as those promoted subsequent to October 1, 2013 are not eligible to receive a merit based increase.
3. Merit based increases will be approved by the appropriate senior cabinet member and/or vice chancellor upon the recommendation of the departmental unit manager.
4. Merit based increases will be distributed by departmental unit.
5. Merit based increases will be based on the employee’s performance evaluation. Employees in the same departmental unit with the same performance evaluation rating shall receive the same percentage of merit based increase in pay.
6. Review of merit based increases are limited solely to allegations of disparate treatment among similarly situated members (i.e. same performance evaluation rating but different percentage increase) in a departmental unit. To request a review an employee must file 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 the merit increase.
7. The parties shall meet to discuss any unanticipated issues that may arise during the implementation of this MOU.
8. The increase will be effective on the first pay period of January 2014 (i.e. December, 29, 2013).
9. The implementation of the merit based salary increases for January 2014 shall not serve as a precedent for any future merit based increases.

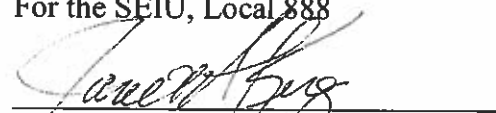
Executed this 21 day of October, 2013

For the University



Michael C. Rutherford
Director, Employee and Labor Relations

For the SEIU, Local 888



Janet King
President