

MEMORANDUM OF AGREEMENT

UNIVERSITY OF MASSACHUSETTS LOWELLSERVICE EMPLOYEES AND
INTERNATIONAL UNION, LOCAL 888

(Re-Opener: July 1, 2014 – June 30, 2017)

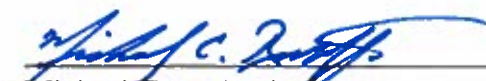
The following terms amend the parties Tentative Agreement of July 24, 2014 with respect to the terms of a collective bargaining agreement to cover the period of July 1, 2014 – June 30, 2017. To the extent that any term of the Tentative Agreement or provision of the collective bargaining agreement conflict with the terms of this Memorandum of Agreement (“MOA”) the terms of this MOA shall control.

1. Employees that are in good standing (i.e. dues or agency fee paying members) within the bargaining unit as of July 1, 2014 that are eligible to receive holiday pay for November 27, 2014 (i.e. Thanksgiving) and are not required to work on Friday, November 28, 2014 shall not be required to use accrued time to receive pay for the day.
2. Effective January 1, 2015, bargaining unit employees shall accrue thirteen (13) sick days per year (pro-rated for part-time employees).*
3. Effective January 1, 2015, bargaining unit employees shall receive seven (7) personal days one of which shall be designated for use for the day after Thanksgiving. If there are operational reasons that necessitate keeping an office open or some offices partially open, and a member is required to work, this member will be able to use this personal day on an alternate day agreed upon with their supervisor before the end of that calendar year.*
4. Employees hired after January 1, 2015 who retire shall be paid twenty percent (20%) of the value of unused sick leave credits up to 120 days of accrual balance, i.e. 24 days (Article 13, A., (d)).
5. Employees shall maintain the right to convert unused vacation accrual balances beyond the maximum accrual rate to sick leave (No change to Article 14, Section F).
6. The University shall disperse the current balance of \$70,000.00 of the special campus needs fund to bargaining unit members in good standing by December 31, 2014 as mutually agreed to by the parties.
7. The parties shall meet to discuss any unanticipated issues that may arise during the implementation of this MOU.

*These provisions are only valid for the period July 1, 2014 through June 30, 2017, and revert to provisions existing in the June 30, 2014 contract, unless expressly agreed to continue in writing between the parties.

Executed this 18 day of November, 2014

For the University



Michael C. Rutherford
Director, Employee and Labor Relations

For the SEIU, Local 888



Janet King
President

