UML and SEIU
Successor CBA Agreement

Principle terms

1. **Contract Term**: July 1, 2017 – June 30, 2018
2. **Salary (Attached)**
   a. Effective 7/17: 1% increase with potential additional 1% increase conditioned upon revenue
   b. Must be on payroll at time funds received
   c. The provisions related to merit shall be suspended during the period July 1, 2017 through June 30, 2018
3. **Employer to contribute $50,000 to H&W trust fund**
4. **Article 13 Civic Duty**
   a. Leave to included subpoena from employee’s domicile state
5. **Article 9A Comp Time**
   a. Exempt employees required to report to campus during a campus closure day resulting from weather (not including partial closures or late openings); receive minimum 3 hours compensatory time, maximum of 7.5 hours;
   b. use or lose in the increment that it is awarded within 60 days; an employee that timely requests use of leave and is denied such use within 60 days shall have an additional 30 days to use the earned compensatory leave.
6. **Article 13**
   a. Removal of conditional language for personal and sick days (e.g. day after Thanksgiving to remain a required personal day)
7. **Article 9D**
   a. Eliminate overtime after 8 hours
8. **Article 1**
   a. Strike Titles/Appendix A
9. **Appendix I**
   a. Strike reference to coaches
10. **No parking increases for academic year 2017/2018**
11. **October 30, 2013 agreement (attached) incorporated into CBA (salary schedule and upgrades)**
12. **Reopener language on salary and failure to achieve revenue projections.**
13. **Principle terms to be incorporated into collective bargaining agreement.**

Executed this 26 day of April, 2018

For the University

Michael C. Rutherford  
Director, Employee and Labor Relations

For the SEIU, Local 888

Nicolas Piscitello  
President

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For the Employer

Kerry Donohoe, Dean, Academic Services
Karyn Puleo, Dir. Facilities Management
Larry Siegel, Assoc. Vice-Chancellor

For the SEIU

James Goodman, North Campus Representative
Ruairi O'Mahony, Treasurer President
Justin Lawler, Vice
Pamela Donoghue, Chief Steward