

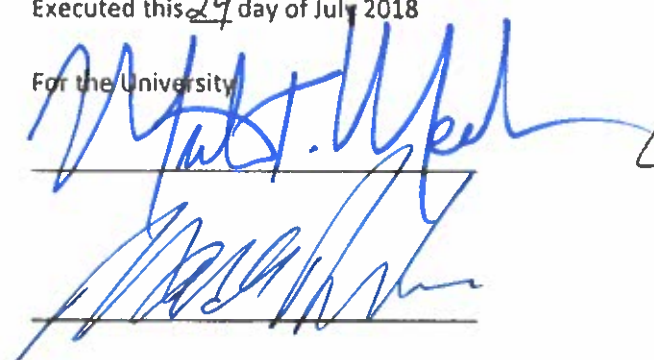
UML and SEIU
Successor CBA Agreement

Principle Terms

1. Contract Term: July 1, 2018 – June 30, 2020
2. Salary
 - a. July 2018: 2% for employees that received at least a successful rating on their most recent performance evaluation.
 - b. July 2019: 2% for employees that received at least a successful rating on their most recent performance evaluation.
 - c. To be eligible for the any salary increase contained in paragraph 2 above, an employee must be on the payroll, including any authorized leave of absences, on the effective date of such salary increase and either a) on the payroll during the pay period during which the such salary increase is implemented; or 2) retired, deceased, or laid off after the effective date of such salary increase.
 - d. The provisions related to merit shall be suspended during the life the agreement
3. Tuition: Replace Attachment C. Adopt by reference the attached Administrative Standards, Faculty and Staff Tuition Discounts (T96-129) ("Standards"). Current benefits shall prevail over any conflict between the Standards and current practice. Maintain Continuing Education benefits.
4. Parking Rates
 - a. Fall 2018 - \$375
 - i. Fall 2018: \$25 stipend for employees whose annual salary is \$53,000 or less.
 - b. Fall 2019 - \$400
 - i. Fall 2019: \$50 stipend for employees whose annual salary is \$53,000 or less.
5. Health and Welfare
 - a. Year 1: University contributes \$45,000.
 - b. Year 2: University contributes \$45,000.
6. Discretionary fund: \$5,000.00
7. Terms to be incorporated into collective bargaining agreement.

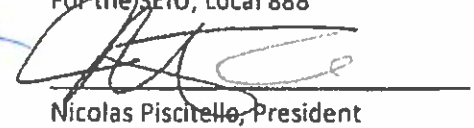
Executed this 24 day of July 2018

For the University



Michael C. Rutherford
Director, Employee and Labor Relations

For the SEIU, Local 888



Nicolas Piscitello, President

7/24/2018